Letter from the Chairman of the Supervisory Board

Dear Shareholders,

Last year, Deutsche Bank proved its resilience in a volatile environment, further increasing revenues and delivering its best pre-tax profit in 16 years. Thanks to its prudent risk management, the bank has a strong and stable balance sheet and has further strengthened its capital base. As a result, we are this year once again in a position to substantially increase capital distributions to shareholders and we are pleased that the Supervisory Board and Management Board will propose to you a 50% increase in the dividend to € 0.45 per share at this year's Annual General Meeting.

In this economic environment, the resilience and sustainable profitability of our bank were also focus topics for the Supervisory Board. It was the Risk Committee’s task to keep an eye on our capital adequacy as well as to oversee the bank's risk management and the development of non-financial risks. Another priority was to set the course for future growth. The Supervisory Board closely monitored the strategic development of the bank’s culture and business model together with its financial targets and capital objectives up to 2025. The Supervisory Board expressly supports the bank’s even sharper focus on its role as a Global Hausbank. Part of this is supporting clients in their sustainable and digital transformation. This strategy not only enables the bank to play its role within the German and European economy but also – of this the Supervisory Board is convinced – it is the right way to generate sustainable profits and returns for you as shareholders. In this context, the Supervisory Board welcomes and supports the Management Board’s work on clearly defining the bank’s purpose, its vision and aspirational culture, guided by the conviction that our top priority must be an even stronger focus on placing our clients at the center of everything we do.

Effective controls protect both our bank and our clients. Further improving these controls was another important topic last year. The Supervisory Board regularly discussed significant regulatory issues as well as progress in the processing of material litigation cases. We are aware that there is still more to do. The Management Board and Supervisory Board are in close dialogue with regulators and are focused on delivering the necessary improvements. To achieve this, the bank spent about € 1.2 billion on controls in 2023 and hired around 1,000 dedicated professionals across all regions. More details on these important issues can be found in Deutsche Bank’s Non-Financial Report, which is published in parallel with this Annual Report.

One of the issues that the Supervisory Board addressed intensively last year was the restrictions for our clients following the migration of Postbank’s IT to a common platform. The Management Board regularly reported to the Supervisory Board on the progress made in resolving the backlogs that had arisen, which were able to be reduced substantially over the past months. Nevertheless, it is clear that we have not lived up to our service and quality standards here and have disappointed our clients. On behalf of the Supervisory Board I would like to express my sincere apologies for the delays and problems caused to our clients. The Supervisory Board has taken action as a result and reduced the variable compensation of several current and departed Management Board members. Details can be found in our Compensation Report.

There you will also find information on how we intend to develop the Management Board compensation system for 2024 and beyond. In our review, we incorporated feedback from investors and are addressing two main concerns: first, we want to simplify the system, making it more transparent for our external stakeholders, by significantly reducing the number of targets and indicators on which variable compensation depends. Second, we aim to align how we evaluate Management Board members’ performance even more closely with the interests of our shareholders. This applies above all to the long-term component of variable compensation, which in future will no longer be measured against past years’ results. In the new system, both financial and ESG targets will be forward-looking over a period of three years. In addition, we aim to be more ambitious when it comes to setting targets for certain key performance indicators. We will submit the revised compensation system to you for voting at the Annual General Meeting in May; it is to be applied as early as this year.

In 2023, the Supervisory Board also addressed personnel decisions in the Management Board. At the Annual General Meeting, we bid farewell to Christiana Riley, Americas CEO, and Karl von Rohr, President and Head of Private Bank, who left the bank at the end of October after 25 years of service. Claudio de Sanctis subsequently assumed responsibility for the Private Bank and joined the Management Board in July. He has been with Deutsche Bank since 2018 and has successfully transformed the International Private Bank in recent years and focused it on its strengths in the advisory business. Stefan Simon assumed responsibility for the Americas region – in addition to his global responsibility for Legal, Regulatory Affairs and Anti-Financial Crime. Besides client coverage, the structure of the US market requires significant coordination and dialogue with regulators. Responsible for maintaining closer connections between the regions and our home market is Alexander von zur Mühlen. He assumed responsibility for Germany and Europe, Middle East and Africa (EMEA) in July. He also continues to oversee the Asia-Pacific region. Rebecca Short was given an extended mandate on the Management Board with a view to making the bank more efficient. In addition to her responsibility for Human Resources, she was appointed Chief Operating Officer with overall responsibility for the Group's costs.

As part of personnel reorganization measures, the Management Board was reduced from ten to nine members to make it more efficient. With this new composition, we do, however, fall short of our own commitment regarding the share of women on the Management Board. The Supervisory Board is focused on raising the proportion of women in leadership roles, both at Management Board level and below. As part of the bank’s new compensation system, we seek to integrate the latter more firmly into the performance goals of our Management Board members.

On the Supervisory Board, there was a routine change as a result of last year’s elections, with Susanne Bleidt, Claudia Fieber, Brigit Laumen, Gerlinde Siebert, Frank Schulze, Stephan Szukalski and Jürgen Tögel being newly elected as employee representatives, while Jan Duscheck, Manja Eifert and Timo Heider were re-elected for a further term of office. In January 2024, Birgit Laumen resigned from her mandate and the court subsequently appointed Florian Haggenmiller as her successor. I would like to once again welcome all those who joined the Supervisory Board. My special thanks go to Frank Schulze, one of my deputies, for the close cooperation and partnership since the very beginning.

On the shareholder side, continuity was the order of the day. Four shareholder representatives, whose term of office expired in 2023, were each re-elected by the Annual General Meeting for another four years. We look forward to continuing our valuable collaboration with Mayree Clark, John Thain, Michele Trogni and Norbert Winkeljohann.

In 2024, our Annual General Meeting will again be held virtually. The experience of the past few years has convinced us to take this step; this inclusive format offers numerous benefits. We have received recognition for the transparent implementation and quality of the answers to shareholder questions, which will again be submitted in advance this year. At the same time, we aim to enable an enhanced dialogue with shareholders on the day of the Annual General Meeting.

Dear shareholders, the Supervisory Board is confident that your Deutsche Bank is on the right track. The bank has the right set-up and a strong management team. We will do everything we can to support them in the next phase of their growth strategy and to put our clients at the heart of everything we do. I am convinced that if we focus on our clients and our strengths, we will continue to create sustainable value for you, our shareholders.

Sincerely,

Alex Wynaendts

Chairman of the Supervisory Board

Participation in meetings

During the reporting period, the Supervisory Board members participated in the meetings of the Supervisory Board and of the committees in which they were members as shown in the following. Participation was either in person or per video conference. There was no case of participation by telephone.

No. of meetings / participation in %	Supervisory Board		Chairman's Committee		Risk Committee		Audit Committee		Nomination Committee	
Wynaendts, Alexander (Chairman)	8 / 8	100%	9 / 9	100%	6 / 6	100%	3 / 3	100%	6 / 6	100%
Bleidt, Susanne (since May 17, 2023)	4 / 4	100%					2 / 2	100%		
Blomeyer-Bartenstein, Ludwig (until May 17, 2023)	4 / 4	100%			3 / 3	100%				
Clark, Mayree	8 / 8	100%			6 / 6	100%			6 / 6	100%
Duscheck, Jan	8 / 8	100%			6 / 6	100%				
Manja Eifert	8 / 8	100%					5 / 5	100%		
Fieber, Claudia (since May 17, 2023)	4 / 4	100%								
Gabriel, Sigmar	8 / 8	100%								
Heider, Timo	8 / 8	100%	5 / 5	100%					2 / 2	100%
Klee, Martina (until May 17, 2023)	3 / 4	75%								
Laumen, Birgit (since May 17, 2023)	4 / 4	100%					0 / 2	0%		
Platscher, Gabriele (until May 17, 2023)	4 / 4	100%					3 / 3	100%		
Polaschek, Detlef (until May 17, 2023)	4 / 4	100%	4 / 4	100%			3 / 3	100%	4 / 4	100%
Rose, Bernd (until May 17, 2023)	4 / 4	100%					3 / 3	100%		
Schulze, Frank (since May 17, 2023)	4 / 4	100%	5 / 5	100%					2 / 2	100%
Siebert, Gerlinde (since May 17, 2023)	4 / 4	100%			3 / 3	100%	2 / 2	100%		
Slyngstad, Yngve	8 / 8	100%								
Szukalski, Stephan (since May 17, 2023)	4 / 4	100%			3 / 3	100%				
Thain, John	7 / 8	88%								
Tögel, Jürgen (since May 17, 2023)	4 / 4	100%								
Trogni, Michele	8 / 8	100%			6 / 6	100%				
Valcárcel, Dagmar	7 / 8	88%					5 / 5	100%		
Viertel, Stefan (until May 17, 2023)	4 / 4	100%			3 / 3	100%	3 / 3	100%		
Weimer, Theodor	7 / 8	88%					5 / 5	100%		
Werneke, Frank (until May 17, 2023)	4 / 4	100%	3 / 4	75%					4 / 4	100%
Winkeljohann, Norbert	8 / 8	100%	9 / 9	100%	6 / 6	100%	5 / 5	100%	6 / 6	100%
Witter, Frank	8 / 8	100%					5 / 5	100%		
Total		98%		97%		100%		96%		100%

No. of meetings / participation in %	Compensation Control Committee		Regulatory Oversight Committee		Strategy and Sutstainabiliy Committee		Technology, Data and Innovation Committees		Total	
Wynaendts, Alexander (Chairman)	7 / 7	100%	6 / 6	100%	4 / 4	100%	4 / 4	100%	53 / 53	100%
Bleidt, Susanne (since May 17, 2023)							3 / 3	100%	9 / 9	100%
Blomeyer-Bartenstein, Ludwig (until May 17, 2023)			3 / 3	100%					10 / 10	100%
Clark, Mayree					4 / 4	100%			24 / 24	100%
Duscheck, Jan	3 / 3	100%	2 / 3	67%			1 / 1	100%	20 / 21	95%
Manja Eifert							4 / 4	100%	17 / 17	100%
Fieber, Claudia (since May 17, 2023)					2 / 2	100%	3 / 3	100%	9 / 9	100%
Gabriel, Sigmar			5 / 6	83%					13 / 14	93%
Heider, Timo	3 / 3	100%	6 / 6	100%	2 / 2	100%			26 / 26	100%
Klee, Martina (until May 17, 2023)							0 / 1	0%	3 / 5	60%
Laumen, Birgit (since May 17, 2023)					1 / 2	50%			5 / 8	63%
Platscher, Gabriele (until May 17, 2023)			3 / 3	100%					10 / 10	100%
Polaschek, Detlef (until May 17, 2023)	4 / 4	100%			2 / 2	100%			21 / 21	100%
Rose, Bernd (until May 17, 2023)	3 / 4	75%					1 / 1	100%	11 / 12	92%
Schulze, Frank (since May 17, 2023)					2 / 2	100%			13 / 13	100%
Siebert, Gerlinde (since May 17, 2023)									9 / 9	100%
Slyngstad, Yngve							4 / 4	100%	12 / 12	100%
Szukalski, Stephan (since May 17, 2023)			3 / 3	100%					10 / 10	100%
Thain, John					4 / 4	100%			11 / 12	92%
Tögel, Jürgen (since May 17, 2023)	3 / 3	100%			2 / 2	100%			9 / 9	100%
Trogni, Michele					4 / 4	100%	4 / 4	100%	22 / 22	100%
Valcárcel, Dagmar	7 / 7	100%	6 / 6	100%					25 / 26	96%
Viertel, Stefan (until May 17, 2023)					2 / 2	100%			12 / 12	100%
Weimer, Theodor									12 / 13	92%
Werneke, Frank (until May 17, 2023)	4 / 4	100%			2 / 2	100%			17 / 18	94%
Winkeljohann, Norbert	7 / 7	100%							41 / 41	100%
Witter, Frank									13 / 13	100%
Total		98%		94%		97%		96%		97%

IFRS 9 – Sensitivities of Forward-Looking Information applied on Stage 1 and Stage 2 – Group Level

	December 31, 2023			
	Upward sensitivity		Downward sensitivity	
	Upward shift	ECL impact in € m.	Downward shift	ECL impact in € m.
GDP growth rates	1pp	(80.4)	(1)pp	88.9
Unemployment rates	(0.5)pp	(43.1)	0.5pp	45.9
Real estate prices[2]	5%	(5.9)	(5)%	6.2
Equities	10%	(9.0)	(10)%	12.2
Credit spreads	(40)%	(20.5)	40%	22.8
Commodities[1]	10%	(8.5)	(10)%	9.2

[1] Here the sign of the shift applies to oil prices changes. Gold price changes have the opposite sign. 1pp (percentage point), e.g., GDP shifts from 3% to 4% // 1% (percentage change), e.g., Real estate price shifts from 100 to 101
[2] For a more severe stress test relating to the CRE portfolio that also takes into consideration existing and potential exposure in stage 3 reference is made to the section on Commercial Real Estate above

	December 31, 2022			
	Upward sensitivity		Downward sensitivity	
	Upward shift	ECL impact in € m.	Downward shift	ECL impact in € m.
GDP growth rates	1pp	(83.3)	(1)pp	101.4
Unemployment rates	(0.5)pp	(40.8)	0.5pp	58.0
Real estate prices	5%	(5.6)	(5)%	6.0
Equities	10%	(15.8)	(10)%	19.6
Credit spreads	(40)%	(37.9)	40%	42.6
Commodities	10%	(14.8)	(10)%	15.6

At the divisional level, the sensitivity analysis below was performed for the year ended December 31, 2023, and 2022, respectively, and revealed GDP growth rates, credit spreads and commodities prices to be the dominant factors for the Investment Bank, whereas the model sensitivity for the Corporate Bank and Private Bank is mainly associated with changes in GDP growth rates and unemployment rates. The model sensitivity table for the Private Bank shows GDP growth rates and unemployment rates only, as the key MEVs relevant to the underlying portfolios.

IFRS 9 – Sensitivities of Forward-Looking Information applied on Stage 1 and Stage 2 - Corporate Bank

	December 31, 2023			
	Upward sensitivity		Downward sensitivity	
	Upward shift	ECL impact in € m.	Downward shift	ECL impact in € m.
GDP growth rates	1pp	(18.1)	(1)pp	20.7
Unemployment rates	(0.5)pp	(10.4)	0.5pp	11.0
Real estate prices[2]	5%	(1.5)	(5)%	1.6
Credit spreads	(40)%	(3.8)	40%	4.4
Commodities[1]	10%	(2.6)	(10)%	2.9

[1] Here the sign of the shift applies to oil prices changes. Gold price changes have the opposite sign
[2] For a more severe stress test relating to the CRE portfolio that also takes into consideration existing and potential exposure in Stage 3 reference is made to the section on Commercial Real Estate above

	December 31, 2022			
	Upward sensitivity		Downward sensitivity	
	Upward shift	ECL impact in € m.	Downward shift	ECL impact in € m.
GDP growth rates	1pp	(21.7)	(1)pp	24.6
Unemployment rates	(0.5)pp	(12.2)	0.5pp	14.0
Real estate prices	5%	(1.1)	(5)%	1.1
Credit spreads	(40)%	(7.5)	40%	9.1
Commodities	10%	(4.3)	(10)%	4.6