

Long-Term Award (LTA) (60%)

Structure & YE assessment

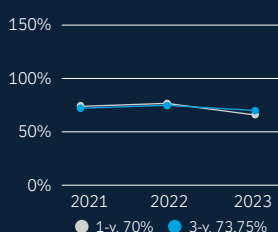
Group Financials 25%

CET 1 Ratio $\geq 13.1\%$
13.7%

RoTE $\geq 8\%$
7.4%

CIR $\leq 70\%$
75.1%

Group Financials Achievement 70%



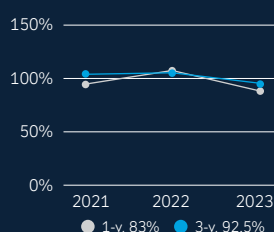
RTSR 15%

TSR DB 120.5%

Average TSR Peers 131.6%

RTSR 91.6%

RTSR Achievement 83%



ESG 20%

Sust Financing/ Investments 28%

Climate Risk Management 50%

Own Operations 150%

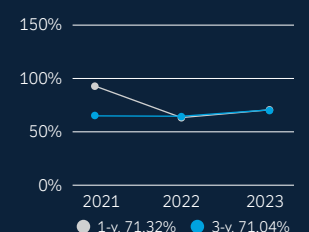
Employee Feedback 61%

Gender Diversity 150%

Control Risk Management Grade 40%

Remediation Activities 75%

ESG Achievement 71.32%



Collective objectives linked to Deutsche Bank's strategy.

LTA Achievement Level

77.53% vs. 79.60% YE 22

3-year assessment period

Short-Term Award (STA) (40%)

Structure & YE assessment

Individual Objectives & Behavior' objective

Personal & divisional objectives: ~ 3-4 key area of focus &

Banks's key values & beliefs Leadership behavior

106% – 133.2%
CEO 133.2% CFO 117.8%

Individual Balanced Scorecards & Key Deliverables

Appropriate tool for steering and control KPIs & Key Deliverables

94% – 121%
CEO 111% CFO 112%

Individual & divisional objectives

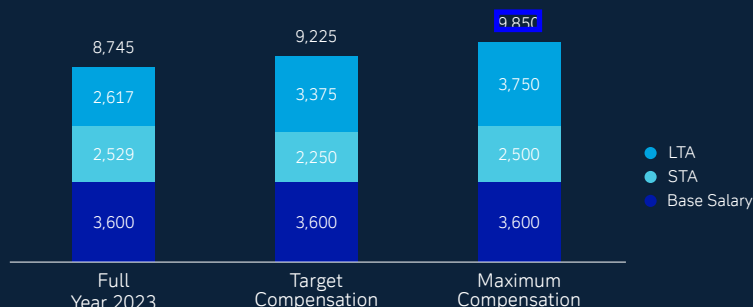
STA Achievement Level (after Cut)

61.52% - 116.38% vs. 105.69% - 127.54% YE22

1-year assessment period

The overall variable compensation of the Management Board was €37.62 million for the FY 2023

CEO



VC Achievement Level vs. Target

91.48%