

A healthy, engaged and well-supported workforce is better equipped to do their best work and, more importantly, enjoy their lives inside and outside the workplace. That's why we are committed to providing an environment with your development and wellbeing at its center.

Learning is a key element of our people strategy. It allows our people to grow, keeps them fit for the future, and helps them develop professionally and personally. We strive to offer you an engaging, personalized and varied learner experience at every stage of your career with us. With our €70 million investment in employee training in 2019, our commitment to training is plain to see.

Connect2Learn

Connect2Learn is our digital learning platform that offers you on-demand online educational content. Through our own digital libraries and partnerships with libraries such as getAbstract, S4K, and Intuition, you'll have access to 40 learning topics including 55 immersive virtual classroom experiences in local languages and 3,500 curated videos, articles, podcasts, and TED Talks. And for leaders, we have dedicated resources such as manager guides, coaching cards, and group development resources.

Mentoring

Our mentoring programs are where our people help each other to succeed. We have a range of mentoring programs: Reverse Mentoring is where cross-generational collaboration unlocks the power of perspectives across generations; the Cross-Divisional Program is where employees are supported as they take on their first management role; and the Cross-Company Mentoring Program is where high-potential women already in management positions or highly specialized positions help each other to improve their management skills, develop a broader industry knowledge and understand different corporate structures and cultures.

Job Shadowing

Enhance your career by spending a day in someone else's shoes. Job Shadowing is an informal learning tool that allows employees to spend time with employees from other functions, gaining a new perspective and receiving advice on other specialties. This is currently open to employees in the UK & Germany but will subsequently be available globally.

Leadership Capability Model

We pride ourselves on preparing our leaders to be fit for the future. Our Leadership Capability Model provides our leaders with a consistent vision of how we understand

leadership and what we expect from them through on-demand, modular educational content that is personalized to you.

A healthy work-life balance is essential in sustaining a meaningful career. With a range of benefits including flexible time management, we provide the tools you need to manage professional and personal commitments.

Home office flexible work time

We support flexible working, whether that's working from home, flexible working hours or even part-time working. However, it is important to note that opportunities will vary depending on your particular role.

Annual leave & more

Employees are entitled to generous leave allowance (details should be discussed with local recruitment teams). Additionally, paid leave is granted for special events including wedding/civil partnerships, compassionate leave, paternity leave or when you're caring for a sick child. On top of the statutory 36 months of parental leave (Germany), Deutsche Bank offers an extra six months of parental leave – providing you have been with us for more than three years.

Support & Counselling

Whether you need professional help or personal advice: Deutsche Bank offers a comprehensive support network ranging from career advice, mental health support, assistance in finding childcare or social care for the elderly.

We are committed to fostering a sustainable work environment that focuses on financial, social, mental and physical wellbeing. With benefits such as preventative health measures, health insurance, sick pay and opportunities to stay physically fit, we believe that we can make a positive contribution towards your overall wellbeing.

Health insurance

You can choose between statutory or a range of private health insurance options. Our statutory health insurance 'Betriebskrankenkasse BKK' is available exclusively to Deutsche Bank employees and their families. Aside from shorter waiting times for appointments, BKK provides access to expert medical consultations over the phone and regular health checks.

Health Check & Eye Test

All of our people aged 40 and above, are eligible for a health screening every three years; and for our people over 50, it's every two years. If you work in front of a screen, you'll receive an annual eye test and up to €200 towards the cost of a pair of glasses.

Sick pay

Beyond statutory sick pay, Deutsche Bank will also cover the difference between your net salary and the statutory sickness benefit allowance. The duration of the sick pay will be dependent on the number of years you've worked with us.

We are dedicated to providing you with the maximum financial security we can offer – from special savings schemes to subsidized public transport, we want you to make the most of your finances. In addition to competitive compensation, you'll enjoy a range of benefits that will help you to thrive.

There is a range of everyday rewards and benefits that are eligible to our employees, ranging from commercial discounts, travel insurance, company car and travel season tickets (dependent upon role, and location).

We understand that pensions can be a dry topic; however here at Deutsche Bank, we are dedicated to simplifying the complexities, so that all of our people can enjoy their lives beyond work. To provide a great foundation for your future, we provide our people with a comprehensive pension scheme that delivers all the security and all the flexibility you need.

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Telephone and communications recording

Provided for the purposes of compliance with article 76 of Commission Delegated Regulation 2017/565⁽¹⁾

General

For the purposes of this disclosure, “DB” means Deutsche Bank AG Frankfurt head office (DB Frankfurt), Deutsche Bank AG acting through its London branch and/or DB UK Bank Ltd, as appropriate.

Telephone conversations between DB and Client may be recorded without the use of a warning tone and used as evidence in the event of a dispute or investigation. DB may retain records of all communications with Client for, in principle, a period of five years and, where requested by the competent authority, for a period of up to seven years.

A copy of the recording of such records will be available on request during the applicable period.

Upon receipt of a written request from you, DB will within a reasonable period provide you with details of the execution of your orders.

Additional Disclosures provided to Clients of DB Frankfurt

Irrespective of the other existing statutory recording requirements (e.g. in accordance with section 25 (a) (1) of the German Banking Act (Kreditwesengesetz, KWG) or section 25 (h) (1) KWG), the bank is required from 3 January 2018, in accordance with the German Securities Trading Act (in particular section 83 (3) WpHG), to record telephone conversations and electronic communications (e.g. email) with its clients where such conversations or communications involve the provision of investment services on the subject matter and relate to the receipt, transmission and execution of client orders.

The bank is required to record these conversations even where the telephone conversation or electronic communication (e.g. email) does not result in the conclusion of such a transaction for the provision of investment services.

Notwithstanding section 83 (3) of the German Securities Trading Act, the German banking industry follows an established practice of recording telephone conversations in trading with currencies, cash investments, derivatives, securities, and commodities. This established practice can be traced back to a basic agreement signed by the umbrella organizations of the German banking industry and the German Central Bank (Bundesbank) in 1993.

The recording of telephone calls by the trading departments is also consistent with a widely adopted practice abroad and complies with a recommendation of the German Federal Financial Supervisory Authority (BaFin) provided with the "Minimum Requirements for Risk Management - MaRisk." For this reason, all business-related

conversations by telephone and electronic communications are recorded in the respective divisions of the Corporate & Investment Bank.

The purpose of such recordings is to assist with resolving ambiguities relating to whether the parties have entered into an agreement and relating to the content of agreements, as well as ambiguities relating to the conditions of an order placed by the client and whether it conforms with the transaction executed by the bank.

This obligation shall enhance client and investor protection, to improve market monitoring, and to establish legal certainty in the interest of clients and the bank.

The recording obligation also extends to telephone conversations and electronic communications of the bank with any of the clients' agents.

Clients are therefore asked to inform their employees who conclude business transactions by phone with the relevant divisions of the Corporate & Investment Bank that these calls will be recorded.

If a client or a client's agent does not consent to the recording, the client cannot receive the bank's investment services by telephone or via electronic communication.

Conversation notes

The bank is required, in the case of personal conversations with clients relating to investment services, to record in a durable medium notes of the conversation which include at least the following:

- date and time of the meeting,
- location of the meeting,
- identity of the attendees,
- initiator of the meeting, and
- relevant information about the order including the price, volume, type of order and when it shall be transmitted or executed.

⁽¹⁾ With effect from 1st January 2021, the Delegated Regulation, so far as operative at that time, will form part of the domestic laws of the United Kingdom. References to the Delegated Regulation include the Delegated Regulation both as it forms part of European Union Law and as it will form part of the domestic laws of the United Kingdom.

