



Deutsche Bank Women in Finance Charter update – 2020 (progress year-ending 31.12.2019)

Deutsche Bank is proud to be a founding signatory of the Women in Finance Charter (WIFC) in the UK. Stuart Lewis, Member of the Management Board, is the UK Accountable Executive for progress under the Charter.

“A fair and inclusive environment for all employees remains a top priority, and we continue to make progress towards our goals for increased gender diversity and in achieving our ambition to be an employer of choice for women. By focussing on accountability, transparency, and on driving initiatives we know contribute to success, we continue to move forwards.”

Tiina Lee, Chief Executive Officer, UK and Ireland

The bank continues to honour the requirements of the Charter, including regular reporting on gender diversity and executive accountability for progress. The bank has global gender diversity commitments and programmes in place to help to develop a pipeline of women for senior roles, and publicly reports on progress in the annual [Human Resources Report](#).

For Charter purposes, the bank refers to the German Gender Quota Law targets put in place to comply with legislation in Germany, which came into force in 2016.

Annual WIFC update for December 31, 2019: female representation in senior leadership:

- **Women on the Supervisory Board:** 35%, exceeding the statutory minimum of 30% in Germany
- **Women on the Management Board:** Christiana Riley was appointed to the Management Board on 01.01.2020 (one woman on the Management Board), and we are on track to meet the goal of 20% women by June 30, 2022
- **Management Board direct reports*:** 19.7% and on track to achieve the goal of 20% by December 31, 2020.
- **Management Board minus 2*:** 19.5%. At the time of publication, we are back on track to achieve the goal of 25% by December 31, 2020.

*While businesses were under-going organisational changes and restructuring, there were fluctuations up and down in the percentage of women in these populations.

Deutsche Bank continues to drive a number of initiatives to actively promote the increased participation of women. Initiatives underway include:

- Sourcing and hiring talented women remains a priority and a number of initiatives are underway to ensure the hiring process is as inclusive as possible:
 - Enhanced recruitment diversity reporting and dashboard - reporting at all stages including application
 - A global inclusion brand campaign featuring diverse employees thriving at work
 - A Return to Work programme launched in 2020, offering permanent roles and quickly built up a talent pool of c.550 candidates
- The high proportion of women joining the bank's graduate programme continues to contribute to progress towards our goals. At a global level, the proportion of women graduates remains significant with 38% in 2019 and 41% in 2018. In the UK, we are proud to say women graduates comprised 43% of intake in 2019 and 45% in 2018 - up from 33% in 2017. We have achieved notable success in recruiting women into technology graduate roles where the female candidate pool is smaller. In the UK we hired 47% women on the Technology graduate programme in 2019, up from 40% in 2018.
- Creating a pipeline of women for the industry is important too. Pathways to Banking is a pioneering social mobility programme which improves access to banking and finance careers for high-achieving students from less advantaged backgrounds. Deutsche Bank partners with the Sutton Trust, an educational trust agency, and programme goals are to raise aspirations, develop employability skills and break down barriers by providing university insights, work placements, skills workshops and mentoring. In the 2018-2020 cohort, 47% of the participants are women, and 72% from Black and Minority Ethnic backgrounds.
- The bank has partnered proudly with and provided mentors for STEMettes since 2014. STEMettes encourages young women to consider careers in science, technology, engineering and maths (STEM), as part of the bank's ["Born to Be"](#) youth engagement programme.
- Accomplished Top Leaders Advancement Strategy (ATLAS), launched in 2009: a programme designed to support women progressing to senior positions. The fifth cohort of women Managing Directors joined the programme in 2018. 100% of programme alumnae are in bigger or expanded roles, including one Management Board appointee (January 1st, 2020) as well as women in roles at Management Board minus 1 and minus 2 level.
- In 2019, we achieved increased representation of women across the bank's Talent Acceleration programmes for high-potential employees. Women comprised 39.8% of participants on the bank's Director Talent Acceleration programme (up from 38% in 2018) and attend a preparatory module - Women Global Leaders (WGL). WGL launched in 2010 and was originally a stand-alone development programme before merging with the main Talent Acceleration programme. Based on research findings and designed to address known barriers to female progression, WGL helps create an even playing-field for women participants. On the bank's Vice President Talent Acceleration programme, women comprised 39% of participants in 2019 (up from 37% in 2018).

- In the UK, Deutsche Bank offers eligible employees enhanced pay for maternity and shared parental leave. We know that recognising all parents as working parents in the Bank will help narrow the gender pay gap over time. A comprehensive parental coaching programme has been in place since 2008 which supports employees through the transition to become working parents in the context of their professional life. Managers are required to attend manager transition coaching when a direct report takes maternity leave or a significant period of shared parental leave. A parental buddy scheme, a new returner support group, and a family-focussed Employee Resource Group, help connect employees for support and advice in the workplace.

More information on Deutsche Bank's global diversity and gender equality agenda, including gender diversity goals and progress: is available in the annual [Gender Pay Gap Report](#) and the [Human Resources Report 2019](#)