



Deutsche Bank Women in Finance Charter update – 2018 (progress up to 31.12.2017)

Deutsche Bank is proud to be a founding signatory of the Women in Finance Charter (WIFC) in the UK.

Garth Ritchie, Member of the Management Board, President, and Head of Corporate & Investment Bank, is the UK accountable executive for progress under the Charter. On signing in 2016, he said:

“We strongly support the business case for gender diversity. Our leaders at all levels are expected to foster an inclusive and respectful work environment, where all employees can be themselves and succeed based on merit.”

The bank continues to meet the requirements of the Charter, including regular reporting on gender diversity and executive accountability for progress in this area. The bank has global gender diversity commitments and programmes in place to develop a pipeline of women who can progress into 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 year-end 2017: since signing the Charter in 2016, female representation for senior leaders is as follows:

- **Women on the Supervisory Board:** remains at 35%, exceeding the statutory minimum in Germany of 30%
- **Women on the Management Board:** at the time of signing the Charter, there was one woman on the Management Board, meeting the goal of one woman by June 30, 2017
- **Management Board direct reports:** 15.7% in 2016; rising to 18% by year-end 2017 (goal 17% by June 30, 2017)
- **Management Board minus 2:** 19.5% in 2016; rising to 19.6% by year-end 2017 (goal 21% by June 30, 2017)

The bank achieved the interim goals for June 30, 2017, with the exception of Management Board level -2, where we fell short of the stated goal of 21%*. We believe we are still on track to meet the stated goals for December 31, 2020. Full details on the June 30, 2017 interim goals and status update, and December 31, 2020 goals, are in the 2017 annual HR report.

*Since defining targets in September 2015, some of the general conditions have changed. Among other things, this is due to the bank's ongoing restructuring and an overall 17% decrease in the population of employees at the second level below the Management Board. Hence, relatively small absolute changes result in comparatively high relative variations.

Deutsche Bank continues to drive a number of initiatives in place to actively promote the equal participation of women:

- The bank launched Accomplished Top Leaders Advancement Strategy (ATLAS) programme in 2009 for female Managing Directors; and Women Global Leaders (WGL) in 2010, now part of the bank-wide Director Talent Acceleration programme. We have also achieved increased representation of women across all acceleration programmes for high-potential employees: women were represented at 37% and 34% in 2017 at Vice President and Director Level respectively.
- In the UK, Deutsche Bank offers eligible employees enhanced maternity and shared parental leave. A comprehensive 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 and a family-focussed Employee Resource Group connect employees for support and advice in the workplace.
- The bank partners with and provides mentors for STEMettes, an organisation set up to encourage young women to consider careers in science, technology, engineering and maths (STEM), as part of the bank's "[Born to Be](#)" youth engagement programme.
- We continue our efforts to attract women into STEM roles in the bank, and in 2017, the proportion of female graduate recruits in Technology was just under 40%, rising from 19% five years ago.
- We are making progress on representation of women in senior positions with a 24% increase since 2010 in the number of women in Managing Director and Director roles.
- Recognition: In 2017, Deutsche Bank was included in the Bloomberg Financial Services Gender-Equality Index (BFGEI). The benchmark recognises firms that have made strong commitments to gender equality. It provides investors and organisations with standardized aggregate data across company gender statistics, employee policies, gender-conscious product offerings as well as external community support and engagement. At the index's inception in May 2016, the bank was one of only two DAX30 companies to have been included.

During 2018, efforts will continue across all strands of activity with a significant focus on increasing hiring representation rates at mid-senior levels.

More information on Deutsche Bank's global diversity and gender equality agenda, including its gender diversity goals and progress, is available in the Bank's online Human Resources Report for 2017.