

Materiality analysis results 2023

Environmental management	Sustainable products and services	Human capital development & human rights	Transparent, stable and fair markets	Stakeholder value	Corporate governance
TCFD	Sustainable index products / ESG products	Training and development of DBG's employees	Support of regulatory projects related to financial markets	Stakeholder engagement	Integrity and compliance in DBG's business / business ethics
Climate risk	Establishing of dedicated segments for sustainable finance	Satisfaction of DBG's employees	Financial stability	(Sustainable) financial market initiatives along DBGs value chain	Cyber, data and information security
DBG's climate strategy	ESG product strategy	Remuneration	Competitive and ethical behavior	Social engagement / community commitment	Corporate governance structures
Recycling & waste / waste management	ESG listing requirements	Diversity & equal opportunities	Product quality and product safety	Social added value / societal impact	Risk management
Environmental management systems	Offering of an infrastructure for sustainable finance	Occupational health and safety	Transparency of capital markets	Being a good corporate citizen	Anti-corruption, anti-bribery and anti-money laundering measures
Carbon footprint / GHG reporting		Talent attraction & retention		Customer satisfaction / customer relationship management	Disclosure of DBG'S tax strategy / tax transparency
Renewable energy		Labor practices & human rights at DBG		Fostering financial inclusion	Executive compensation
GHG reduction				Fostering financial literacy	Grievance / whistleblower system
Water consumption / reduction				Political involvement / lobbying	Board diversity
Environmental impact of products				Profitable growth	Board independence
Biodiversity				Creation of long-term value	ESG transparency
					SASB alignment
					Sustainable procurement
					Responsible asset management / responsible investments
					Responsible investment policy
					Corporate Governance code
					Sustainable Development Goals (SDGs)
					Materiality process

		Relevance	Impact
	white	0	0
Relevance	grey	1-12	1-14
Impact	light blue	13-30	15-23
	dark blue	31-50	24-32

Most material issues