



Equal Opportunity Policy Statement

Deutsche Bank has established legally-required Affirmative Action Programs under Section 503 of the Rehabilitation Act of 1973 ("Section 503") and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). Deutsche Bank engages in measures to ensure that qualified applicants are employed, and that employees are treated during employment, without regard to race (including traits historically associated with race, e.g., hair texture and protective hairstyles such as braids, locks, and twists), color, religion, creed, sex, pregnancy (which includes childbirth and related medical conditions and breastfeeding), reproductive health decision-making, national origin, ancestry, citizenship or immigration status, age, physical or mental disability, medical condition, marital status, familial status, caregiver status, status as a victim of domestic violence, sexual orientation, gender, gender identity and expression, sex stereotyping (including assumptions about a person's appearance or behavior, gender roles, gender expression, or gender identity), genetic information, height, weight, military or veteran status, or an individual's status in any group or class otherwise protected by federal, state, or local law, in accordance with applicable laws ("Protected Characteristics"). Deutsche Bank has established an audit and reporting system to allow for effective measurement of its affirmative action activities. In relation to this, Deutsche Bank will:

- (1) recruit, hire, train and promote qualified persons, without regard to Protected Characteristics;
- (2) ensure that employment decisions are based only on valid job requirements; and
- (3) ensure that all employment actions and activities, such as compensation, benefits, promotions, termination and bank-sponsored programs, will be administered without regard to Protected Characteristics.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, discrimination or any other form of retaliation because they have engaged or may engage in:

- (1) filing a complaint;
- (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503 and the affirmative action provisions of VEVRAA; or
- (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503 and the affirmative action provisions of VEVRAA.

Deutsche Bank's Americas CEO affirms support for the Bank's Equal Employment Opportunity standards and affirmative action program for protected veterans and individuals with disabilities, and delegates overall responsibility for the implementation of the affirmative action activities to the Americas Head of Human Resources. The affirmative action programs for protected veterans and individuals with disabilities are available for review with Human Resources during regular business hours.