



**Information for the Annual General Meeting of DWS Group GmbH & Co. KGaA on November 18, 2020, concerning the compensation system for the Management Board of the General Partner of DWS Group GmbH & Co. KGaA (“DWS KGaA” and “Company”)**

Pursuant to the German Act Implementing the Second EU Shareholder Rights Directive (Gesetz zur Umsetzung der zweiten Aktionärsrechterichtlinie, hereafter “ARUG II“), which came into force after several months of delay, the so-called Say on Pay, i.e. the regular vote of the General Meeting on the approval of the remuneration system for the Management Board (hereafter “Executive Board”) of the general partner (hereafter “General Partner”), becomes obligatory starting from 2021.

As a result, the compensation system for the Executive Board will be submitted for approval at the Annual General Meeting in 2021. In this context the Company hopes that the 2021 General Meeting will again take place in person, allowing for direct personal dialogue with shareholders. For the transition year 2020, DWS KGaA has decided that it will not ask shareholders to vote on the current compensation system as part of its virtual General Meeting.

The current compensation system for the Executive Board was first disclosed transparently and clearly in the prospectus for the partial initial public offering of DWS KGaA, and has since remained unchanged. This information can be found in the Compensation Report of the DWS Annual Report 2019 from page 46 onwards.

In the interest of good corporate governance, DWS KGaA adheres to a transparent and clear compensation system for the Executive Board, which closely considers investors’ interests together with recommendations of the German Corporate Governance Code and international corporate governance standards. In addition, the compensation framework is aligned with the firm’s strategic objectives and fully complies with legal requirements.

Frankfurt, October 22, 2020  
DWS Group GmbH & Co. KGaA