



# 25

## Annual General Meeting

13th June 2025

Notice

(including agenda)

# Convocation of the Annual General Meeting 2025

We hereby cordially invite our shareholders to the

Annual General Meeting 2025 to be held on Friday, June 13, 2025,  
at 10:00 Central European Summer Time – CEST

as a virtual general meeting without physical presence of shareholders or their authorized  
representatives (proxies) at the place of the Annual General Meeting

Unique Identifier of the event: **edf81cbc1cedef11b53e00505696f23c**

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## Agenda for the Annual General Meeting of DWS Group GmbH & Co. KGaA

1. Presentation of the Annual Financial Statements and Consolidated Financial Statements for fiscal year 2024, the Summarized Management Report and the Consolidated Management Report for fiscal year 2024 and the Report of the Supervisory Board, all having been approved by the Supervisory Board; Resolution to adopt the Annual Financial Statements of DWS Group GmbH & Co. KGaA for fiscal year 2024

In accordance with Section 171 in conjunction with Section 278 (3) Stock Corporation Act (Aktiengesetz), the Supervisory Board has reviewed and approved the annual and consolidated financial statements prepared by the General Partner. Under Section 286 (1) Stock Corporation Act, the General Meeting is responsible for adopting the annual financial statements. The above documents must otherwise be made available to the General Meeting without the need for a resolution.

The General Partner and the Supervisory Board propose that the Annual Financial Statements of DWS Group GmbH & Co. KGaA for fiscal year 2024, in the form in which they were presented and showing distributable profit of € 942,891,126.30 be adopted.

### 2. Appropriation of distributable profit for the 2024 fiscal year

The General Partner and the Supervisory Board propose to appropriate the distributable profit for the 2024 fiscal year in the amount of € 942,891,126.30 as follows:

- Distribution of an amount of € 440,000,000.00 as a dividend (equivalent to € 2.20 per share eligible for the payment of a dividend for the 2024 fiscal year).
- Carry-forward the remaining amount of € 502,891,126.30 to new account.

Pursuant to Section 58 (4) sentence 2 in conjunction with Section 278 (3) Stock Corporation Act, the claim to payment of the dividend is due on the third business day following the resolution of the General Meeting, i.e. on June 18, 2025.

### 3. Ratification of the acts of management of the General Partner for fiscal year 2024

The General Partner and the Supervisory Board propose that the acts of management of the General Partner be ratified for fiscal year 2024.

### 4. Ratification of the acts of management of the members of the Supervisory Board for fiscal year 2024

The General Partner and the Supervisory Board propose that the acts of management of the members of the Supervisory Board in office during fiscal year 2024 be ratified for this period.

### 5. Election of the auditor of the annual financial statements and the auditor of the consolidated financial statements, interim financial reports, election of the auditor for the sustainability reporting

The Supervisory Board, based on the recommendation of its Audit and Risk Committee, proposes the following resolution:

- 5.1 KPMG Aktiengesellschaft Wirtschaftsprüfungsgesellschaft, Berlin, ("KPMG"), is appointed as the auditor of the annual financial statements and as the auditor of the consolidated financial statements for the fiscal year 2025. KPMG is further appointed to perform the limited review of the condensed financial statements and the interim management report as of June 30, 2025 (Sections 115 (5), 117 no. 2 Securities Trading Act) and if applicable any other interim limited review of financial information (Sections 115 (7) Securities Trading Act) with reference dates before December 31, 2025.

The Audit and Risk Committee has declared that its recommendation was free from undue influence by third parties and that no clause restricting choice within the meaning of Article 16 (6) EU Audit Regulation had been imposed.

- 5.2 EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Stuttgart, („EY“) is appointed as auditor to perform the limited review of any other interim financial reports (Section 115 (7) Securities Trading Act) with reference dates after December 31, 2025 prepared prior to the Annual General Meeting in 2026.

On the basis of a selection procedure carried out in accordance with Article 16 of the EU Statutory Audit Regulation, the Audit and Risk Committee recommended that the Supervisory Board propose to the Annual General Meeting that either EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Stuttgart, or Forvis Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft, Hamburg, be appointed as auditor for the limited review of any other financial information that is issued during the year with reference dates after 31 December 2025 and before the Annual General Meeting in 2026. It stated that it preferred EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft, Stuttgart.

The Audit and Risk Committee has declared that its recommendation was free from undue influence by third parties and that no clause restricting choice within the meaning of Article 16 (6) EU Audit Regulation had been imposed.

- 5.3 KPMG Aktiengesellschaft Wirtschaftsprüfungsgesellschaft, Berlin, ("KPMG"), is appointed as auditor for the purpose of confirming the sustainability reporting für the fiscal year 2025 with effect from the entry into force of the law implementing the Corporate Sustainability Reporting Directive into German law ("CSRD Implementation Act"). The Supervisory Board is instructed to implement the resolution only in the event that the CSRD Implementation Act requires that the sustainability reporting to be produced for the financial year 2025 be confirmed externally by an auditor to be appointed by the General Meeting.

## 6. Resolution on approval of the compensation report

Pursuant to Section 162 in conjunction with Section 278 (3) Stock Corporation Act, a compensation report must be prepared by the General Partner and the Supervisory Board and presented to the Annual Shareholders' Meeting for approval in accordance with Section 120a (4) in conjunction with Section 278 (3) Stock Corporation Act.

The compensation report was audited by the independent auditor in accordance with Section 162 (3) in conjunction with Section 278 (3) Stock Corporation Act to verify that the information required under Section 162 (1) and (2) in conjunction with Section 278 (3) Stock Corporation Act was provided. Above and beyond the legal requirements, the statutory auditor also

audited the content of the compensation report. The report on the audit of the compensation report is attached to the compensation report.

The compensation report for fiscal year 2024 and the the report on the audit are pursuant to Section 124a sentence 1 no. 4 in connection with Section 278 (3) Stock Corporation Act available from the date of convocation on the Company's website at <https://group.dws.com/ir/annual-general-meeting>. They will also be available there during the Annual General Meeting.

The General Partner and the Supervisory Board propose that the compensation report for fiscal year 2024, which has been prepared and audited in accordance with Section 162 in conjunction with Section 278 (3) Stock Corporation Act, be approved.

## 7. Election to the Supervisory Board

Mr. Kazuhide Toda has decided to resign his Supervisory Board mandate at the time of the end of the ordinary General Meeting on 13 June 2025. One shareholders' representative should therefore be re-elected.

Pursuant to Sections 96 (1), 101 (1) in conjunction with Section 278 (3) Stock Corporation Act, Section 4 (1) German Act on One-Third Employee Participation in the Supervisory Board (Gesetz über die Drittelbeteiligung der Arbeitnehmer im Aufsichtsrat) and Section 10 (1) of the Company's Articles of Association, the Supervisory Board is composed of eight members being elected by the General Meeting and four employee representatives being elected in accordance with the Act on One-Third Employee Participation on the Supervisory Board.

Pursuant to Section 10 (2) of the Articles of Association of the Company, the members of the Supervisory Board are elected for the period until conclusion of the General Meeting which adopts the resolutions concerning the ratification of acts of management for the fourth financial year following the beginning of the term of office. Here, the financial year in which the term of office begins is not taken into account. The General Meeting may determine a shorter term of office for shareholder representatives upon such election.

The Supervisory Board, based on the recommendation of the shareholders' representatives of its Nomination Committee, proposes that the following person be elected as shareholders' representative to the Supervisory Board for the period until the end of the General Meeting that resolves on the ratification of the acts of management for the 2026 fiscal year:

Mr. Tomohiro Yao, Executive Officer, Head of Americas and Head of Europe, Nippon Life Insurance Company, Tokyo, Japan, resident in New York, USA.

Mr. Yao is Executive Officer, Head of Americas and Head of Europe of Nippon Life Insurance Company, which acquired 5% of the Company's share capital pursuant to an investment agreement

entered into as part of the IPO of DWS Group GmbH & Co. KGaA. As of March 31, 2025, DWS Group GmbH & Co. KGaA is not aware of any change in this ownership. Nippon Life Insurance Company is also one of DWS Group's strategic partners, specifically in the Asia region. In particular, the business relationships in place between DWS Group GmbH & Co. KGaA and its group companies on the one hand and Nippon Life Insurance Company and its group companies on the other take the form of distribution agreements, investment management agreements and the investment of Nippon Life's cover assets in DWS Group products.

Mr. Yao is not a member of any other statutory supervisory boards. He is currently a member of the following comparable supervisory bodies of business enterprises abroad:

- Chairman, Nippon Life Insurance Company of America, West Des Moines, USA
- Vice Chair, Nippon Life Americas, Wilmington, USA
- Director, Post Advisory Group, Wilmington, USA
- Chairman, Nippon Life Global Investors Americas, New York, USA
- Non-Executive Director, Nippon Life Global Investors Europe, London, UK
- Director, Nippon Life Schroders Asset Management Europe, London, UK
- Commissioner, Sequis Life, Jakarta, Indonesia

Based on the Supervisory Board's evaluation, the candidate does not have any personal or business relations with DWS Group GmbH & Co. KGaA or its affiliated companies, the governing bodies of DWS Group GmbH & Co. KGaA, the Executive Board of the General Partner, or shareholders holding a material interest in DWS Group GmbH & Co. KGaA that would be subject to disclosure pursuant to recommendation C.13 of the German Corporate Governance Code (version dated April 28, 2022).

In the opinion of the Supervisory Board, Mr. Yao is to be regarded as independent within the meaning of the German Corporate Governance Code.

The election proposal accords with the target set by the Supervisory Board pursuant to Section 111 (5) Stock Corporation Act for female representation on the Supervisory Board. According to the target, at least 30% of Supervisory Board members should be women by January 29, 2024. There are currently five female members of the Supervisory Board in total, which means this target has been achieved and would continue to be met also after the election of the proposed candidate.

The election proposal also reflects the objectives resolved by the Supervisory Board for its composition pursuant to recommendation C.1 of the German Corporate Governance Code (version dated April 28, 2022) and are intended to fulfill as comprehensively as possible the profile of requirements (skills and expertise) adopted by the Supervisory Board.

Mr. Yao will not reach the maximum age limit of in general 75 years for members of the Supervisory Board during the proposed appointment period as defined by the Supervisory Board.

The Supervisory Board expects – also based on a discussion with the candidate – that the candidate can devote the expected amount of time to his Supervisory Board work.

The candidate's resume is presented in the "Reports and Notices" section that follows in this Agenda.

## 8. Resolution on approval of the compensation system for the Managing Directors of the General Partner

Pursuant to Section 120a (1) Stock Corporation Act, the general meeting of a listed stock corporation shall resolve on the approval of the compensation system for the management board members every four years at a minimum or any time a material change is made to the system.

DWS Group GmbH & Co. KGaA is a partnership limited by shares (Kommanditgesellschaft auf Aktien) and, as such, has no management board. Instead, DWS Management GmbH is as General Partner responsible for the management. Subject of the presentation to the General Meeting of the Company is therefore the compensation system for the Managing Directors of DWS Management GmbH.

Due to its legal form, the shareholders' meeting of DWS Management GmbH is responsible for deciding on the compensation of the Managing Directors of DWS Management GmbH. Pursuant to Section 120a (1) in conjunction with Section 278 (3) Stock Corporation Act, the Supervisory Board of DWS Group GmbH & Co. KGaA is responsible for submitting the remuneration system adopted by the shareholders' meeting of DWS Management GmbH to the Annual General Meeting.

The Annual General Meeting of DWS Group GmbH & Co. KGaA last adopted a resolution on the remuneration system for the Managing Directors of DWS Management GmbH on June 9, 2021. The compensation system approved at that time was now revised by the shareholders' meeting of DWS Management GmbH and approved by it on March 25, 2025. The revised remuneration system, like the original remuneration system, is based on a performance-independent fixed compensation (basic annual salary and ancillary benefits), a short-term variable component (short-term award – "STA") and a long-term variable component (long-term award – "LTA"). The changes to the original remuneration system can be summarized as follows:

- The number of Key Performance Indicators ("KPI") that are selected from the individual Balanced Scorecard in the Short-Term Award will be limited to a maximum of five KPIs (up to twelve KPIs before). This enables a more focused target setting, increases the

comprehensibility of the STA design and the relevance of each target and reduces the complexity in the STA.

- As a new performance target, the Earnings per Share ("EPS") Growth Rate will be taken into account in the LTA with a weighting of 15% of total variable compensation to further increase shareholder alignment and to set an incentive to increase bottom-line profitability. The underlying EPS will be measured in line with the reporting in the annual financial statements of DWS.
- To further increase transparency and consistency, targets will be aligned with the reporting in the annual financial statements of DWS as follows: The adjusted Cost-Income Ratio ("CIR") will be changed to the reported CIR and Net Flows excl. Cash will be changed to Long-Term Net Flows (excl. Cash and Advisory Services). Subject to the outcome of a further due diligence, the Shareholders' Meeting reserves the right to potentially replace Long-Term Net Flows by a new performance target Net New Revenues in a next step.
- With a 15% weighting of total variable compensation, Sustainability KPIs cover unchanged a relevant portion of the LTA. To better reflect the long-term nature of the sustainability strategy of DWS Group, some KPIs that were measured in the STA before are now transferred to the LTA.

The revised compensation system for the Managing Directors of the General Partner is pursuant to Section 120a (1) in conjunction with Section 278 (3) Stock Corporation Act presented to this year's Annual General Meeting of the Company for approval.

The revised compensation system for the Managing Directors of DWS Management GmbH is pursuant to Section 124a, sentence 1, no. 4 in conjunction with Section 278 (3) Stock Corporation Act from the date of convocation available on the Company's website at <https://group.dws.com/ir/annual-general-meeting>. It will also be available there during the General Meeting.

The Supervisory Board proposes to approve the compensation system for the Managing Directors of the General Partner, as made available on the Company's website.

#### 9. Resolution on the compensation of Supervisory Board Members including the compensation system and corresponding amendment to the Articles of Association

Pursuant to Section 113 (3) Stock Corporation Act, a resolution on the compensation of supervisory board members is to be adopted at least every four years for listed companies. The Annual General Meeting of DWS Group GmbH & Co. KGaA did this last time on June 9, 2021, when it confirmed the Supervisory Board compensation that was originally resolved on February 20, 2018, and is set out

in Section 14 of the Articles of Association, along with the underlying compensation system. A new resolution is therefore to be passed on a regular basis.

The compensation of the members of the Supervisory Board is governed by Section 14 of the Articles of Association of DWS Group GmbH & Co. KGaA. Accordingly, the members of the Supervisory Board receive a fixed annual compensation that varies in amount based on the responsibilities assumed by the individual members, such as chairmanship, deputy chairmanship and mere membership on the Supervisory Board, as well as committee membership or chairmanship. In instances where members join or leave the Supervisory Board during the year, compensation is paid on a *pro rata temporis* basis. No variable compensation is paid based on the achievement of specific objectives or parameters. This essential structure of the Supervisory Board compensation is to be retained. However, the amount of Supervisory Board compensation is to be increased appropriately, and a market-standard attendance fee is to be implemented.

The Company's Supervisory Board compensation must be increasingly competitive in the international competition for qualified candidates. In addition, the requirements for the Supervisory Board and its members have increased significantly in terms of time commitment and responsibilities, as well as the regulatory requirements, in particular in the financial industry. Against this background and given that the compensation of the Supervisory Board members has not been adjusted in the past seven years, an appropriate increase in the compensation amounts and the implementation of a market-based attendance fee are intended. The appropriateness of these steps is confirmed by a peer group comparison conducted by an external independent compensation consultant on behalf of the Supervisory Board in the first quarter of 2025.

Specifically, it is intended to increase the fixed annual compensation of the Supervisory Board members of currently 85,000.- € to 100,000.- €. The annual base compensation of a Deputy Chairman will continue to be one and a half times the annual base compensation of a member of the Supervisory Board. In the future, the annual base compensation of the Chairman shall no longer be twice, but two and a half times the annual base compensation of a Supervisory Board member. In addition, the compensation for committee activities shall be adjusted as follows: For work in an Audit and Risk Committee the compensation will be increased from currently 20,000.- € to 30,000.- €. The compensation for the Audit and Risk Committee Chair will be increased from 40,000.- € to 70,000.- €. For work in any other committee the compensation will be increased from currently 15,000.- € to 25,000.- €; and the compensation for the Chair from 20,000.- € to 50,000.- €. In addition, an attendance fee will be paid in future for attending meetings. 1,500.- € per meeting is planned for attending in person on site, and 750.- € per meeting for participating by telephone or video conference. All other provisions regarding Supervisory Board compensation are to remain unchanged.

The new compensation is to be applied with effect from January 1, 2025.

The compensation for the Supervisory Board members and the underlying compensation system, as proposed to the General Meeting for resolution, are from the date of convocation available on the Company's website at <https://group.dws.com/ir/annual-general-meeting>. They will also be available there during the Annual General Meeting.

The General Partner and the Supervisory Board propose the following resolution:

a) Section 14 of the Articles of Association of DWS Group GmbH & Co. KGaA is reworded as follows:

“(1) The members of the Supervisory Board receive a fixed annual compensation (“Supervisory Board Compensation”). The annual base compensation amounts to 100,000.- € for each Supervisory Board member, the Chairman of the Supervisory Board receives two and a half times that amount and a Deputy Chairman one and a half times that amount.

(2) Members and chairs of the committees of the Supervisory Board are paid additional fixed annual compensation as follows:

a) For work in an Audit- and Risk Committee: chair 70,000.- €, members: 30,000.- €.

b) For work on any other committee: chair: 50,000.- €, members: 25,000.- €.

(3) In addition, for each meeting of the Supervisory Board and its committees in which they physically participate, the members of the Supervisory Board shall receive an attendance fee in the amount of 1,500.- €. In case of participation in the form of a telephone or video conference, the attendance fee is 750.- €. For multiple meetings held on one day, the attendance fee under this paragraph will only be granted once.

(4) The compensation is disbursed within the first three months of the following year.

(5) In case of a change in the Supervisory Board membership during the year, the compensation for the financial year will be paid on a pro rata basis, rounded up/down to full months.

(6) The Company reimburses the Supervisory Board members for the cash expenses they incur in the performance of their office, including any turnover tax (VAT) on their compensation and reimbursements of expenses. Furthermore, any employer

contributions to social security schemes that may be applicable under foreign law to the performance of their Supervisory Board work shall be paid for each Supervisory Board member affected. Finally, the Chairman of the Supervisory Board will be reimbursed appropriately for travel expenses incurred in performing representative tasks due to his function.

(7) In the interest of the Company, the members of the Supervisory Board will be included in an appropriate amount, with a deductible, in any financial liability insurance policy held by the Company. The premiums for this are paid by the Company.”

b) The compensation of the Supervisory Board members in accordance with the reworded Section 14 of DWS Group GmbH & Co. KGaA's Articles of Association, including the underlying compensation system – as made available on the Company's website – is approved.

c) The new compensation is to be applied with effect from January 1, 2025.

#### 10. Resolution on an amendment to Section 19 of the Articles of Association regarding the remuneration of the Joint Committee members

The remuneration of the members of the Joint Committee is governed by Section 19 of the Articles of Association of DWS Group GmbH & Co. KGaA and has remained unchanged for seven years. Accordingly, the Joint Committee members receive fixed annual remuneration of € 20,000.- and the Chairman receives 40,000.- €. Furthermore, Section 14 (3) to (6) of the current Articles of Association and Section 14 (4) to (7) of the Articles of Association as resolved under Item 9 of the Agenda apply. The remuneration of the Joint Committee members is also to be increased appropriately without changing its structure. This is to take appropriate account of the significantly increased complexity and variety of topics that the Joint Committee deals with.

The General Partner and the Supervisory Board propose the following resolution:

Section 19 (3) of the Articles of Association of DWS Group GmbH & Co. KGaA is reworded as follows:

„The members of the Joint Committee shall receive a fixed annual remuneration of 50,000.- € and the Chairman of 70,000.- €.”

Section 19 (4) of the Articles of Association of DWS Group GmbH & Co. KGaA is reworded as follows:

“§ 14 para. 4 to 7 of the Articles of Association shall apply accordingly.”



In all other respects, Section 19 of the Articles of Association of DWS Group GmbH & Co. KGaA remains unchanged.

The new remuneration is to be applied with effect from January 1, 2025.

#### 11. Resolution on an amendment to Section 21 of the Articles of Association to further facilitate virtual General Meetings

The Annual General Meeting on June 15, 2023, authorized the General Partner in accordance with Section 118a (1) sentence 1 var. 2 in conjunction with Section 278 (3) Stock Corporation Act to provide that the Annual General Meeting is held without physical presence of the shareholders or their authorized representatives at the place of the General Meeting (virtual Annual General Meeting). The corresponding provision in the second sentence of Section 21 (3) of the Articles of Association was entered in the commercial register of DWS Group GmbH & Co. KGaA on August 8, 2023. The authorization applies to the holding of virtual general meetings within a period of two years after the entry of this statutory provision in the commercial register of the Company and thus expires on August 8, 2025.

DWS Group GmbH & Co. KGaA has made positive experiences with the virtual General Meetings of the years 2023 and 2024, which were conducted on the basis of the rules on the virtual general meeting, which are now permanently codified in the Stock Corporation Act. These virtual General Meetings were held without any significant technical or organizational problems and all shareholders' rights were always fully respected. In each case, the attendance was gratifyingly high and the shareholders actively participated. The feedback after the virtual General Meetings was also largely positive.

On the basis of these positive experiences, the General Partner should continue to be able to provide for a virtual general meeting at which shareholders can exercise their rights of participation in a cost-effective and resource-efficient manner. However, the decision on the format of the General Meeting should not automatically be in favor of a virtual Annual General Meeting. Instead, the General Partner shall continue to make its decision on the format in each case in principle situation-related terms and at its due discretion, taking into account the interests of the shareholders and the Company within the framework of the existing legal and statutory requirements, on the basis of all relevant criteria. In addition to safeguarding shareholder rights, these include sustainability aspects, costs and effort as well as, where appropriate, other considerations, such as safety aspects and health protection.

Notwithstanding the legally possible maximum period of five years, the new authorization of the General Partner shall again apply only for a period of two years after registration of the amendment to the Articles of Association. Within this authorization period, the General Partner plans to hold at least one ordinary General Meeting as a physical General Meeting. Subject to the existence of special circumstances that do not allow a physical meeting to be held without restrictions (such as in the event of a new pandemic), the ordinary General Meeting in 2026 is already to be held in the

physical format. Despite these plans, the authorization is to be renewed now so that the General Meeting can take place even if a physical General Meeting in 2026 cannot be held without restrictions due to special circumstances (for example, in the event of a new pandemic).

In addition, the General Partner has the firm intention to hold the General Meeting in the physical format at regular intervals, which should not exceed four years.

In addition, the General Partner shall only take any decision on the holding of a virtual General Meeting – even if not required by law – with the approval of the Supervisory Board.

Unless the law provides otherwise or the Articles of Association of the Company expressly provide otherwise, the provisions of the Articles of Association, including Section 24 (2), shall apply to the virtual General Meetings of the Company.

The General Partner and the Supervisory Board propose the following resolution:

Section 21 (3) of the Company's Articles of Association is reworded as follows:

“(3) The General Meeting shall take place at the Company's registered seat in Frankfurt am Main or any other German city with more than 500,000 inhabitants. The General Partner is authorized, with the consent of the Supervisory Board, to provide that the shareholders' meeting shall be held without the shareholders or their representatives being physically present at the place of the shareholders' meeting (Virtual General Meeting). The authorization shall apply to the holding of Virtual General Meetings in a period of two years after registration of this provision of the Articles of Association with the Company's commercial register.”

The currently valid Articles of Association are available on the Company's website at <https://group.dws.com/ir/annual-general-meeting>. It will also be available there during the Annual General Meeting.

## Reports and notices

### Ad Item 7

## Resume and additional information regarding the candidate proposed for election to the Supervisory Board under Agenda Item 7



### Tomohiro Yao

Place of residence: New York, USA

### Personal

Year of birth: 1971  
Nationality: Japanese

### Position

Executive Officer, Head of Americas / Head of Europe, Nippon Life Insurance Company

### Professional career

03/2025 – today	Head of Americas / Head of Europe, Nippon Life Insurance Company, Tokyo, Japan
03/2023 – today	Executive Officer, Nippon Life Insurance Company, Tokyo, Japan
03/2022 – 03/2025	Regional CEO for Asia Pacific, Chairman and CEO, Nippon Life Asia Pacific Pte. Ltd. (Regional HQ), Singapore
03/2019 – 03/2022	General Manager, Global Insurance Business Dept., Nippon Life Insurance Company, Tokyo, Japan
03/2018 – 03/2019	General Manager, Global Business Planning Dept., Nippon Life Insurance Company, Tokyo, Japan
03/2017 – 03/2018	General Manager, International Planning & Operations Dept., Nippon Life Insurance Company, Tokyo, Japan
03/2013 – 03/2017	Deputy General Manager, Head of International M&A, International Planning & Operations Dept., Nippon Life Insurance Company, Tokyo, Japan
07/2009 – 03/2013	Chief Manager, Planning & Research Dept., Nippon Life Insurance Company, Tokyo, Japan
07/2007 – 07/2009	Human Resource Development Office, Nippon Life Insurance Company, Tokyo, Japan, In-house MBA Scholar: Wharton School, University of Pennsylvania
07/2001 – 07/2007	Manager, Personnel Dept., Nippon Life Insurance Company, Tokyo, Japan
03/1999 – 07/2001	Manager, Planning & Research Dept., Nippon Life Insurance Company, Tokyo, Japan
04/1995 – 03/1999	Assistant Manager, Retail Sales Administration Dept., Nippon Life Insurance Company, Tokyo, Japan



## Education

09/2007 – 07/2009 MBA, Wharton School, University of Pennsylvania, Philadelphia, USA

04/1991 – 03/1995 LLB, Kyoto University, Kyoto, Japan

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## Memberships in domestic supervisory boards to be established by law

None

## Memberships in comparable supervisory bodies

Chairman, Nippon Life Insurance Company of America, West Des Moines, USA

Vice Chair, Nippon Life Americas, Wilmington, USA

Director, Post Advisory Group, Wilmington, USA

Chairman, Nippon Life Global Investors Americas, New York, USA

Non-Executive Director, Nippon Life Global Investors Europe, London, UK

Director, Nippon Life Schroders Asset Management Europe, London, UK

Commissioner, Sequis Life, Jakarta, Indonesia

## Total number of shares and voting rights

At the time of convocation of this General Meeting, the Company's share capital is divided up into 200,000,000 no-par value bearer shares, each of which confers one vote on its holder. At the time of convocation of this General Meeting, the Company holds no treasury shares. Therefore, the total number of shares bearing participation and voting rights amounts to 200,000,000.

## General Meeting without the physical presence of shareholders or their authorized representatives (proxies) at the place of the General Meeting (Virtual General Meeting)

Pursuant to Section 21 (3) of the Articles of Association of the Company, the General Partner has decided to hold the Annual General Meeting 2024 of the Company as a virtual General Meeting pursuant to Section 118a in conjunction with Section 278 (3) Stock Corporation Act without physical attendance of the shareholders or their representatives (except for authorized representatives appointed by the Company (proxies) at the place of the General Meeting.

The General Meeting takes place with the physical attendance of the Chairman of the General Meeting, the Managing Directors of the General Partner and the members of the Supervisory Board of the Company as well as the notary appointed to minute the General Meeting and the authorized representatives of the Company at Congress Center of Messe Frankfurt, Ludwig-Erhard-Anlage 1, 60327 Frankfurt/Main. This is the place of the General Meeting according to Section 121 (3) sentence 1 Stock Corporation Act. The physical attendance of the shareholders or their representatives (excluding the proxies appointed by the Company) at the place of the General Meeting is excluded.

The virtual General Meetings of the Company were already held in 2023 and 2024 on the basis of the legal requirements for the holding of virtual general meetings, which are now permanently regulated in the Stock Corporation Act. The legislator considers the virtual format as an equivalent alternative to a physical general meeting. For the General Partner, the rights and interests of the shareholders were decisive when deciding on the format of the Annual General Meeting, as well as environmental and cost considerations.

The possibility of collecting and answering questions from shareholders in accordance with Section 131 (1a)-(1e) in conjunction with Section 278 (3) Stock Corporation Act in advance of the virtual general meeting is not used for this year's virtual General Meeting. The shareholders of the Company therefore have full rights to speak, ask questions and make applications at the General Meeting.

We ask our shareholders to consider the following information, in particular on the opportunity to follow the General Meeting through sound and vision, on the participation in the virtual General Meeting, exercise of the voting right, the right to request information and further shareholders' rights.

## Audio-visual broadcast of the General Meeting

The entire General Meeting will be broadcast live on the Internet in audio and visual form beginning at 10:00 CEST on June 13, 2025, at

<https://group.dws.com/ir/annual-general-meeting>

for all shareholders and interested members of the public.

## Access to the shareholder portal and electronic participation in the General Meeting

The Company offers the shareholders access to the shareholder portal under <https://group.dws.com/ir/annual-general-meeting>.

By means of the secure shareholder portal ("shareholder portal"), all duly registered shareholders and their representatives are able to exercise certain shareholders' rights, in particular the voting right (either via absentee vote by means of electronic communication or by granting a power of attorney and voting instruction to the proxies appointed by the Company). Further details are described in the following sections.

When the shareholder portal is used during the course of the virtual General Meeting on June 13, 2025, i.e. from the opening of the General Meeting until its closing by the Chairman of the General Meeting, the shareholders or representatives can electronically connect to the virtual General Meeting in the sense of Section 121 (4b) sentence 1 Stock Corporation Act.

During the course of their participation in the virtual General Meeting via the shareholder portal, the shareholders who are participating electronically and the representatives participating electronically are included in the list of participants as electronically participating persons (representatives under disclosure of the principal shareholder, if applicable). During the virtual General Meeting, the list of participants is made available via the shareholder portal in any case prior to the first voting to all duly registered shareholders and representatives who are participating electronically in the General Meeting.

The access data for the shareholder portal is submitted to the shareholders together with the

confirmation of registration (cf. section “confirmation of registration”). If the shareholder grants power of attorney to a third person who is not a proxy appointed by the Company, it is necessary to timely forward the access data to the shareholder portal to ensure that shareholders' rights can be exercised (see below section “Exercise of voting rights by authorized representatives”).

## Registration for the General Meeting and exercise of voting rights; confirmation of registration

### Registration and confirmation of share ownership

Pursuant to Section 22 (1) of the Articles of Association, only those shareholders who register with the Company and prove their eligibility in due time are entitled to participate in the General Meeting and exercise the voting right.

As evidence of authorization, a separate confirmation of the shareholding issued in text form by the depository bank is sufficient (Section 22 (2) sentence 1 of the Articles of Association); confirmation pursuant to Section 67c (3) Stock Corporation Act is sufficient but not necessary.

The confirmation must relate to the close of business of the twenty second day before the General Meeting, in other words the close of business of May 22, 2025, (the “record date”). According to the legislative material on the Future Financing Act (ZuFinG) of 11 December 2023, closing of business means 24:00 (here: CEST).

Pursuant to Section 22 (3) sentence 1 of the Articles of Association, the registration and the confirmation of eligibility must be in German or English and must be received by the Company no later than 24:00 CEST on June 6, 2025, by one of the following means of contact:

- in text form:
  - Postal address: DWS Group GmbH & Co. KGaA  
c/o Computershare Operations Center  
80249 München
  - E-mail: [anmeldestelle@computershare.de](mailto:anmeldestelle@computershare.de)
- or pursuant to Section 67c (1) and (2) Stock Corporation Act via intermediaries to the following SWIFT address:  
  
SWIFT: CMDHDEMMXXX; instructions according to ISO 20022;

### Authorization via SWIFT Relationship Management Application (RMA) required

In relation to the Company, in accordance with Section 123 (4) sentence 5 in conjunction with Section 278 (3) Stock Corporation Act, a shareholder will only be deemed a shareholder entitled to participate in the General Meeting and exercise the voting right if the shareholder has duly submitted the confirmation of share ownership. The number of votes is determined on the sole basis of the shareholding confirmed as of the record date. The record date does not give rise to a blocking period during which it is prohibited to dispose of shares. Even in the event of a full or partial disposal of the shareholding following the record date, only the shares held by the shareholder on the record date will be relevant for the number of votes, i.e., a disposal of shares after the record date will not affect the number of the votes. This applies mutatis mutandis if (additional) shares are acquired after the record date. Persons who do not hold any shares on the record date and become shareholders only after the record date are not entitled to exercise voting rights unless they have obtained a power of attorney to do so or an authorization to exercise such rights. The record date is not relevant with respect to the entitlement to dividends.

### Confirmation of registration

After receipt of a duly completed registration and confirmation of share ownership from a shareholder (see above), the shareholder will be issued a confirmation of registration for the virtual General Meeting. To ensure that confirmations of registration are received in a timely manner, we request that shareholders register and send their confirmation of share ownership to the Company in good time. For the avoidance of doubt, please note that confirmations of registration are provided for purely organizational purposes and do not constitute additional conditions for the exercise of shareholder rights. However, the confirmation of registration includes the information necessary to vote by means of electronic absentee voting via the shareholder portal, to grant an electronic power of attorney and voting instructions to the Company proxies as well as to exercise further shareholders' rights and to electronically participate in the virtual General Meeting. The foregoing does not affect the option to submit an absentee vote, power of attorney and voting instructions in writing or text form without using the shareholder portal (which nevertheless also requires due registration and confirmation of share ownership). Further details are described in the following sections.

### Exercise of voting right

### Submitting absentee votes

Shareholders may submit the votes through absentee voting. In this case, shareholders must also duly register and provide confirmation of share ownership as set forth above in the section "Registration and confirmation of share ownership".

Voting by absentee vote, revocation and amendment can be done by electronic communication via the shareholder portal (<https://group.dws.com/ir/annual-general-meeting>), which will also be available on the day of the General Meeting until the point in time set by the Chairman of the General Meeting in the context of the respective vote. The Chairman of the General Meeting will inform you in good time when the entry option ends. The use of the shareholder portal requires the entry of the access data recorded on the confirmation of registration, which is issued after due registration and confirmation of share ownership.

Voting by absentee vote, revocation and amendment are, in addition, possible by post or e-mail or, in accordance with Section 67c (1) and (2) Stock Corporation Act, also via intermediaries (see above section "Registration and confirmation of share ownership") and should in this case be received by the Company for organizational reasons by June 12, 2025, 18:00 CEST (receipt) at one of the addresses listed above in section "Registration and confirmation of share ownership".

For absentee votes by post or e-mail, please use as far as possible the form printed on the confirmation of registration sent after proper registration and confirmation of share ownership, or a printout of the registration form on the Company's website

<https://group.dws.com/ir/annual-general-meeting>.

Authorized representatives, including authorized intermediaries (such as credit institutions), shareholder associations, proxy advisors and other persons treated as such in accordance with Section 135 (8) Stock Corporation Act (but not the proxies appointed by the companies), may also use absentee votes in accordance with the above-described rules, subject to compliance with the aforementioned deadlines.

### Exercise of voting rights by proxies appointed by the Company

The Company offers its shareholders the possibility of being represented by Company employees appointed by the Company as proxies to exercise shareholders' voting rights at the Virtual General Meeting. Those shareholders who wish to grant a power of attorney to the proxies appointed by the Company also have to register for the General Meeting and prove their eligibility as set forth above under the section "Registration and confirmation of share ownership". The Company proxies will only vote in accordance with the instructions issued to them by the respective shareholder. To the extent that such express and clear instructions are not issued, the Company proxies will abstain from the vote in question.

The issue of the power of attorney together with instructions to the proxies appointed by the Company, the revocation of the power of attorney and the amendment of issued instructions are possible by post or e-mail or according to Section 67c (1) and (2) Stock Corporation Act also via

intermediaries (see above section "Registration and confirmation of share ownership") and should in this case be received by the Company for organizational reasons by June 12, 2025, 18:00 CEST (receipt).

It is also possible to grant power of attorney and issue voting instructions to the Company proxies in advance of and also during the General Meeting on June 13, 2025, until the point in time set by the Chairman of the General Meeting (the Chairman of the General Meeting will give notice in good time before the window for doing so closes) via the shareholder portal (<https://group.dws.com/ir/annual-general-meeting>). The shareholder portal is accessed using the login data indicated on the confirmation of registration sent following due registration and confirmation of share ownership.

Please note that the Company proxies will not accept authorizations or instructions to exercise rights, to ask questions or to speak, submit proposals or ask follow-up questions or file objections to resolutions adopted at the General Meeting.

### Exercise of voting rights by authorized representatives

Shareholders may also be represented and have their voting rights exercised by an authorized representative (proxy) – for example an intermediary, shareholders' association, proxy advisor or other third person. In this case, shareholders must also register and provide confirmation of share ownership as set forth above in the section "Registration and confirmation of share ownership". In turn, the authorized representatives may exercise the voting right by absentee vote or by issuing power of attorney and instructions to the proxies.

If a third party is authorized to exercise voting rights, who is neither an intermediary nor a shareholders' association, a proxy adviser or another person with equivalent status pursuant to Section 135 (8) Stock Corporation Act, the granting of the authorization, its revocation and the proof of the authorization to the company require the text form.

The granting of the power of attorney, its revocation and the proof of the power of attorney can be done via the shareholder portal (<https://group.dws.com/ir/annual-general-meeting>), which will also be available for this purpose during the virtual General Meeting. Alternatively, they may also be transmitted to the Company by post or e-mail or, in accordance with Section 67c (1) and (2) Stock Corporation Act, also via intermediaries (as described above in the section "Registration and confirmation of share ownership") and should in these cases be received by the Company for organizational reasons by June 12, 2025, 18:00 CEST (entry) at the latest.

If powers of attorney to exercise voting rights are issued to intermediaries, shareholders' associations, proxy advisors within the meaning of Section 134a (1) no. 3, (2) no. 3 Stock Corporation

Act or other persons with equivalent status pursuant to Section 135 (8) Stock Corporation Act, the requisite form for these is specified, where appropriate, by the recipients. The details of any specific requirements must be obtained from the person to be authorized in each case.

If a shareholder grants power of attorney to a third person, the use of the shareholder portal by the representative requires that the login data is provided to him in due time.

## Requesting documents for the General Meeting

Documents for the General Meeting can be requested at the following address:

DWS Group GmbH & Co. KGaA  
Investor Relations  
Mainzer Landstr. 11-17  
60329 Frankfurt am Main  
IR-Hotline: +49 69 910-14700  
E-mail: [investor.relations@dws.com](mailto:investor.relations@dws.com)

Documents for and additional information concerning the General Meeting are also available online at <https://group.dws.com/ir/annual-general-meeting>. The documents will also be available at that web address during the General Meeting.

## Shareholders' rights

### Requests for additions to the Agenda pursuant to Section 122 (2) in conjunction with Section 278 (3) Stock Corporation Act

Shareholders whose aggregate shareholdings represent 5% of the share capital or the proportionate amount of € 500,000 (the latter of which corresponds to 500,000 shares) may request that items be placed on the Agenda and published.

The request must be received by the Company in writing under the following address at least 30 days prior to the General Meeting, in other words at the latest by 24:00 CEST on May 13, 2025:

DWS Group GmbH & Co. KGaA  
General Partner  
The Management of the General Partner, DWS Management GmbH  
Mainzer Landstr. 11-17

60329 Frankfurt am Main

Each new item of the Agenda must also include a reason or a resolution proposal. An applicant or applicants making such a request must prove that they have owned their shares for at least 90 days before the date of the receipt of the request by the Company and that they will continue to hold the shares until the decision of the Company's General Partner on the request. The provisions of Sections 70 and 121 (7) Stock Corporation Act, in each case in conjunction with Section 278 (3) Stock Corporation Act, must be observed in determining this period.

The publication and forwarding of requests for additions are carried out – provided it has not taken place together with the convocation – in the Federal Gazette without undue delay after the request has been received mentioning the name and the place of residence of the applicant. In addition, they are published on the Company's website under <https://group.dws.com/ir/annual-general-meeting> and brought to the attention of the shareholders.

### Shareholders' counterproposals and election proposals pursuant to Section 126 (1) and (4), 127, 130a (5) sentence 3, 118a (1) sentence 2 no. 3 in conjunction with Section 278 (3) Stock Corporation Act

Shareholders of the Company may submit counterproposals to proposals of the General Partner and/or the Supervisory Board in respect of specific items of the Agenda, as well as election proposals in the meaning of Sections 126, 127 Stock Corporation Act before the General Meeting. Such proposals (with their reasons) and election proposals are to be sent solely to:

DWS Group GmbH & Co. KGaA  
Investor Relations  
Mainzer Landstr. 11-17  
60329 Frankfurt am Main  
E-mail: [investor.relations@dws.com](mailto:investor.relations@dws.com)

Counterproposals should stipulate a reason; this does not apply to election proposals.

Shareholders' counterproposals and election proposals that fulfill the requirements and are received at the latest by 24:00 CEST on May 29, 2025 will be made accessible without undue delay through the website <https://group.dws.com/ir/annual-general-meeting> along with the name of the shareholder and, specifically in the case of counterproposals, the reason, as well as any comments by the management.

The Company is not required to make a counterproposal and its reason or an election proposal accessible if one of the exclusionary elements pursuant to Section 126 (2) in conjunction with

Section 278 (3) Stock Corporation Act or Section 127 sentence 1 in conjunction with Section 126 (2) in conjunction with Section 278 (3) Stock Corporation Act exists, for example, because the counterproposal or election proposal would lead to a resolution by the General Meeting that violates the law or the Articles of Association or its reason contains manifestly false or misleading information with regard to material points. Furthermore, an election proposal does not have to be made accessible if the proposal does not contain the name, the current occupation and the place of residence of the proposed candidate, and in case of election proposals for the supervisory board, the proposed candidate's membership on other statutory supervisory boards, cf. Section 127 sentence 3 in conjunction with Section 124 (3) sentence 4 and Section 125 (1) sentence 5 in conjunction with Section 278 (3) Stock Corporation Act. The reason for a counterproposal does not need to be made accessible if its total length is more than 5,000 characters.

Counterproposals and election proposals to be made available by the Company in advance pursuant to Sections 126, 127 Stock Corporation Act are deemed to be submitted at the time it has been made available (Section 126 (4) Stock Corporation Act). The Company ensures that the voting right on such proposals and election proposals can be exercised in the shareholder portal as soon as the shareholders have proven that they fulfill the requirements for exercising the voting right stipulated by law and by the Articles of Association of the Company, i.e. as of the record date (close of business of May 22, 2025). If the shareholder who is submitting the proposal has not duly registered and not provided confirmation of share ownership, it is not required to deal with the counterproposal or election proposal in the General Meeting.

In addition, shareholders or their representatives who are participating the General Meeting electronically may submit counter proposals, election proposals or other proposals during the General Meeting by way of video communication included in a statement. In this case, a pre-submission of the proposal or election proposal according to Sections 126, 127 Stock Corporation Act is not required. For this purpose, the shareholder must be registered via the shareholder portal (<https://group.dws.com/ir/annual-general-meeting>) for a statement; within the statement the shareholder may make his proposal or election proposal. Further information on the procedure established for this purpose, the legal and technical requirements as well as on the authorization of the Chairman of the General Meeting to adequately restrict the right to ask questions and to speak can be found in the section "Right to speak pursuant to Sections 118a (1) sentence 2 no. 7, 130a (5) and (6) in conjunction with Section 278 (3) Stock Corporation Act".

## Right to submit statements pursuant Sections 118a (1) sentence 2 no. 6, 130a (1) to (4) in conjunction with Section 278 (3) Stock Corporation Act

Shareholders who have duly registered for the General Meeting may submit statements on the items of the Agenda in text form by means of electronic communication via the shareholder portal, available via the website of the Company (<https://group.dws.com/ir/annual-general-meeting>).

Statements in text form should be limited to 10,000 characters each in length (including spaces) to ensure a proper sorting by the Company.

Statements must be submitted in text form no later than June 7, 2025, 24:00 CEST. Submitted statements will be made available on the website of the Company (<https://group.dws.com/ir/annual-general-meeting>) until June 8, 2025, 24:00 CEST. Statements will not be translated by the Company.

Please note that the Company reserves the right to refrain from publishing statements if and to the extent the Managing Directors of the General Partner would expose themselves to penalties by making the statement available or if the statement includes information that is obviously wrong, misleading or if it includes insults or if the shareholder expresses that he does not intend to participate in the General Meeting or be represented (Sections 130a (3) sentence 4, 126 (2) sentence 1 nos. 1, 3 and 6 Stock Corporation Act). Further, the Company reserves the right to make statements not available if they are not related to the Agenda of the General Meeting.

The statement will be published on the Company's website (<https://group.dws.com/ir/annual-general-meeting>) together with the name of the shareholder – provided the shareholder or the representative have not expressly disagreed to such disclosure when submitting the statement.

Please note that questions, counterproposals and election proposals as well as objections must be submitted exclusively via the channels described in the sections "Right to request information pursuant to Sections 118a (1) sentence 2 no. 4, 130a (5) sentence 3, 131 in conjunction with 278 (3) Stock Corporation Act, "Counter proposals and election proposals of shareholders pursuant to Sections 126 (1) and (4), 127, 130a (5) sentence 3, 118a (1) sentence 2 no. 3 in conjunction with Section 278 (3) Stock Corporation Act" and "Objection to resolutions of the General Meeting pursuant to Sections 118a sentence 2 no. 8, 245 sentence 1 no. 1, sentence 2 in conjunction with section 278 (3) Stock Corporation Act". Accordingly, questions, proposals and election proposals and objections included in a pre-submitted statement will be disregarded.



### Right to speak pursuant to Sections 118 (1) sentence 2 no. 7, 130a (5) and (6) in conjunction with Section 278 (3) Stock Corporation Act

Shareholders or representatives who are electronically participating in the General Meeting have the right to speak at the General Meeting by means of video communication. Proposals and election proposals pursuant to Section 118a (1) sentence 2 no. 3 Stock Corporation Act as well as all other relevant requests for information pursuant to Section 131 Stock Corporation Act may be part of a live statement.

The Chairman of the Supervisory Board in his function as Chairman of the General Meeting intends to determine pursuant to Section 131 (1f) Stock Corporation Act that the right of the shareholders to request information in the virtual General Meeting may only be exercised by means of video communication, i.e. via exercising the right to speak.

Shortly before the start of the General Meeting, the function in the shareholder portal, available via the website of the Company (<https://group.dws.com/ir/annual-general-meeting>), to register for a live statement will be activated. In the course of the registration for a live statement, the shareholders or their representatives are required to enter their names (mandatory field) and thereby consent that their names are published, to the public broadcasting and the recording.

Shareholders or representatives who have registered in the shareholder portal will be activated for their live statement in the shareholder portal after the Chairman of the General Meeting has called them up by name.

Pursuant to Section 24 (2) sentence 1 of the Articles of Association, the Chairman of the General Meeting directs the proceedings and determines the sequence of speakers and the sequence in which items on the Agenda are dealt. Pursuant to Section 24 (2) sentence 2 of the Articles of Association, he may in the course of the General Meeting determine appropriate restrictions on the speaking time, the time for putting questions and/or the total time available in general for speaking and putting questions or for individual speakers.

For the video communication, shareholders or representatives need a stable internet connection and an internet-capable device with a camera, microphone and audio output. Further details on the technical requirements for live statements can be found on the Company's website under <https://group.dws.com/ir/annual-general-meeting>.

The Company reserves the right to test the functionality of the video communication between the shareholder or representative and the Company in the General Meeting prior to each live statement and may refuse them in case the functionality is not ensured.

Shareholders taking the opportunity of a statement by means of vision and sound should be aware that the entire General Meeting including the respective statement (as described above) will be broadcasted live on the internet for shareholders and the interested public without any access restrictions and the entire General Meeting will be recorded including the statements. Following the General Meeting, it is not planned to make the record available on the Company's website. Please note that the Chairman of the General Meeting will call up the shareholders or representatives admitted to a statement by name.

### Right to request information pursuant to Sections 118a (1) sentence 2 no. 4, 130a (5) sentence 3, 131 in conjunction with Section 278 (3) Stock Corporation Act

Within the general meeting, each shareholder may request information from the General Partner regarding the affairs of the Company to the extent this is necessary for the appropriate assessment of the items on the Agenda (cf. Section 131 (1) sentence 1 in conjunction with Section 278 (3) Stock Corporation Act). The obligation to provide information also extends to the Company's legal and business relations with any affiliated enterprises as well as to the situation of the group and enterprises included in the group financial statement.

For this year's virtual General Meeting, it is provided that the shareholders submit their requests for information, i.e. their questions to the Company including any queries or inquiries, in accordance with Section 118a (1) sentence 2, no. 4 in conjunction with Section 278 (3) Stock Corporation Act, by means of electronic communication during the virtual General Meeting. It is further provided that the Chairman of the Supervisory Board in his function as Chairman of the General Meeting, will determine that the right to request information may be exercised in the General Meeting exclusively by way of video communication, i.e. within the framework of the exercise of the right to speak (cf. section "Right to speak pursuant to Sections 118a (1) sentence 2 no. 7, 130a (5) and (6) in conjunction with Section 278 (3) Stock Corporation Act. When registering for a live statement via the shareholder portal (in the course of which the shareholder or representative may exercise the right to request information in the General Meeting), the questioner is required to enter his name (mandatory field). Thereby, the questioner consents that his name is disclosed.

A pre-submission of questions in advance of this year's General Meeting in accordance with the detailed rules in Section 131 (1a)-(1e) in conjunction with Section 278 (3) Stock Corporation Act is not planned.

Section 131 (4) sentence 1 in conjunction with Section 278 (3) Stock Corporation Act stipulates that if information has been provided to a shareholder outside the general meeting in his capacity as a shareholder, it shall be provided to any other shareholder or his representative at his request during the general meeting, even if it is not necessary for the proper assessment of the item on the Agenda.



Within the framework of a virtual general meeting, it must be ensured that any shareholder or representative who is electronically participating in the general meeting may submit his request in accordance with Section 131 (1) sentence 1 Stock Corporation Act at his choice either in a live statement via video communication and/or by means of electronic communication via the shareholder portal, available via the Company's website (<https://group.dws.com/ir/annual-general-meeting>).

Section 131 (5) sentence 1 in conjunction with Section 278 (3) Stock Corporation Act stipulates that where a shareholder's or his representative's request for information is refused, he may demand that his question and the grounds for refusing to provide information be included in the minutes of the General Meeting. Within the framework of the virtual general meeting it is ensured that each shareholder or representative who is electronically participating in the general meeting may submit his request pursuant to Section 131 (5) sentence 1 Stock Corporation Act at his choice either in a live statement via video communication and/or by means of electronic communication via the shareholder portal, available via the Company's website (<https://group.dws.com/ir/annual-general-meeting>). The notary appointed for the minutes receives immediately knowledge of such requests pursuant to Section 131 (5) sentence 1 in conjunction with Section 278 (3) Stock Corporation Act which have been submitted by electronic means via the shareholder portal.

### Objection to resolutions of the General Meeting recorded in the Minutes pursuant to Sections 118a sentence 2 no. 8, 245 sentence 1 no. 1, sentence 2 in conjunction with section 278 (3) Stock Corporation Act

Shareholders or representatives who are electronically participating in the General Meeting may file objections to resolutions of the General Meeting by means of electronic communication via the shareholder portal, available on the Company's website (<https://group.dws.com/ir/annual-general-meeting>). Such declarations can be filed from the opening of the General Meeting until its closure by the Chairman of the General Meeting. The notary appointed for the minutes receives immediately knowledge of such declarations.

### Additional information

Additional information on shareholders' rights can be found on the Company's website at <https://group.dws.com/ir/annual-general-meeting>.

### Notice on the Company's website

The information pursuant to Section 124a Stock Corporation Act in conjunction with Section 278 (3) Stock Corporation Act with respect to this year's Annual General Meeting is accessible on the

Company's website at <https://group.dws.com/ir/annual-general-meeting>. Following the General Meeting, the voting results will be announced at the same internet address.

### Privacy notice for shareholders and their representatives

Information on the processing of your personal data in connection with the General Meeting is available at <https://group.dws.com/ir/annual-general-meeting>. Upon request, this can also be sent to you per post.

Frankfurt/Main, April 2025

DWS Group GmbH & Co. KGaA,  
represented by:  
DWS Management GmbH, its General Partner

The Managing Directors (Executive Board)

### **Note:**

***This version of the Notice of the Annual General Meeting 2025 is an English convenience translation of the German original. For purposes of interpretation, the German text shall be authoritative and final.***