



DWS AGM 2022

Thursday, 9th June 2022

Q&A

Anita Schneider: Thank you very much, Mr von Rohr and welcome to the DWS AGM 2022. We're starting with the first question, which is for Dr Woehrmann. It's been asked by a shareholder who doesn't want his name to be disclosed and who asks for explanations on the shareholder structure. How many shares are held by domestic natural persons and domestic legal persons?

Asoka Woehrmann: Thank you very much. DB Beteiligungs-Holding GmbH is the only single shareholder of DWS KGaA, holding 79.49% of shares. DB Beteiligungs-Holding GmbH is a fully-owned subsidiary of Deutsche Bank AG. The second-largest single shareholder, holding a share of 5%, is Nippon Life Insurance Company. This was announced to us, in a respective notification, on 22nd March 2018. So far, no changes to this distribution of shareholderships have been made available to us.

15.51% of the shares of DWS KGaA are free float. Please also bear in mind that a DWS share is a bearer share and not a registered share. Thus, we do not have full transparency about the number of domestic shareholders being natural or legal persons. For today's AGM, 828 voting cards were distributed, which corresponds to 90.49% of the equity.

Anita Schneider: Thank you very much, Mr Woehrmann. Well and the next question also is for you as well. The same shareholder asks for the following information: first, how many shareholders were present at the last face-to-face AGM in the year 2019 and what share of the equity base did they represent? Second, how high were the costs of the last face-to-face AGM in 2019? Thirdly, how many shareholders were present virtually in 2020 and how many votes did they represent on that occasion? Fourthly, how many shareholders were present virtually in 2021 and how many votes did they represent there? Five, how many shareholders are present at today's AGM and how many votes do they represent. Six, how high were the costs of the virtual AGMs in the years 2020 and 2021, respectively? And seven, how high will be the costs of today's AGM?

Mr Woehrmann, please.

Asoka Woehrmann: Thank you very much. For our face-to-face AGM in 2019, 579 tickets had been issued. About 140 shareholders attended the meeting on site and 93.42% of the equity base were represented. For our virtual AGM in 2020, 465 voting cards were issued and 94.52% of the base capital were represented.

In 2022 622 voting cards were issued, representing 94.38% of the share capital. For today's AGM, 828 voting cards were issued which corresponds to 90.49% of the share capital. Our virtual Annual General Meetings are transmitted live and are accessible for the public via webcast link. Now, based upon the number of clicks on our webcast link in 2020 and 2021, in both years, about 300 people watched our live streaming. For today's public live streaming, we had about 600 clicks.

The total cost for our face-to-face AGM in 2019 amounted to about €1 million. For the virtual AGM in 2020, the cost amounted to about €400,000 and in 2021 to about €500,000. We do not have the total costs for today's AGM available yet. We expect the amount to be in the similar range as in the previous year.

Anita Schneider: Thank you very much, Mr Woehrmann. And the next question is for you, Mr von Rohr. Several shareholders, who do not want their names to be disclosed, would like to know how DWS plans to hold future AGMs once the COVID restrictions have been eased. The persons asking the question would like to get a clear statement from you whether, at the next AGM of DWS, we will once again be able to meet face-to-face, if this is permitted legally.

Karl von Rohr: Well, in my opening statement, I already explained to you why we, once again, decided to go for the virtual format. Let me nevertheless once again emphasise at this point that we, as an asset manager, who is focused on a dialogue with you, of course, a personal exchange with you is very dear to our heart. Therefore, if the pandemic permits, we, next year, once again want to have a face-to-face exchange with you here, not far from this place here, at the Frankfurt Congress Center.

Anita Schneider: Thank you very much, Mr von Rohr. The next question is for Mr Kreuzkamp, it's from Deutsche Schutzvereinigung für Wertpapierbesitz DWS Shareholders Association and it's been asked by its Vice-President, Klaus Nieding, who has asked the following questions: 'The past fiscal year was very successful on the whole. You even called it yourselves as a year of records, in terms of profit, cost-to-income ratio, net inflows and assets under management. You've been able to increase net inflows to about €48 billion in the reporting year. Please let us know how much of this increase of net inflows, from your point of view, is due to special effects related to the COVID-19 pandemic?'

'We also would like to once again praise the further reduction of the cost-income ratio to 53.3%. Please let us know what your further targets are.'

Stefan Kreuzkamp: Thank you very much, Mr Nieding, for your questions. Unfortunately, we cannot quantify the effect of the net inflows that are due to special effects of the COVID-19 pandemic. However, what we know is that, in the first quarter of the year 2020, when the pandemic started, we suffered net outflows. In the course of the year 2020, then, markets recovered and thus we were able to book net inflows again. In the year 2021, our customers placed a strong focus on liquid assets, especially of our passive funds product.

In addition, you also asked about the target that we have set ourselves in terms of cost-income ratio. Now, of course, subject to the geopolitical uncertainty and if the economic conditions return to normal again, we strive for sustainable adjusted cost-income ratio of 60% by 2024.

Anita Schneider: Thank you very much, Mr Kreuzkamp. The next question is for Mr Bauer. A shareholder, who doesn't want his name to be disclosed, asked about details on the net inflows: 'Net inflows increased from €30 billion to approximately €48 billion in the year 2021; the assets under management from €793 billion to €928 billion in the year 2021. Now you aim for a growth in net inflows of an average of 4%, which is a very humble target. Why are you so modest? Fourthly, furthermore, do you refer to the average or arithmetic average?'

Manfred Bauer: Well, the increase of the net inflows of plus €18 billion in 2021 compared to 2020, representing almost 60% compared to 2020, was remarkable. The increase of assets under management is not only influenced by net influence – inflows but also market movements. Our target for net inflows gets defined in relation to our assets under management at the start of our reporting period. That means with increasing assets under

management the target is getting more and more demanding. Net inflows in 2021 were clearly above the target, at 6%.

Now, regarding risks of high inflation, high interest rate levels and growth risks, all the way up to the risk of a global recession: now, against this background, we believe that an average target of annual net inflows of 4% on average up to the year 2024 is quite ambitious. Now, you are asking whether we are using the arithmetic or the geometric mean. We're talking about the arithmetic mean of the annual growth rates of the net inflows.

Anita Schneider: Thank you very much, Mr Bauer. The next question also is for you. Andreas Schmidt from the Shareholders Association SdK asks the following question: 'In 2024, probably, passive funds will account for more than 70% or 80% of the new assets. Do you agree? Has your internal structure been already geared towards such a scenario with high volumes but much lower margins?'

Manfred Bauer: Dear Mr Schmidt, we also expect a strong net inflow of passive funds in the industry as we are monitoring these developments. The share of passive net inflows in fiscal year 2021 was about 54% of total new net inflows. As one of the leading providers of passive products in Europe, we expect that the share of our passive business in total net inflows in the years to come will increase further. At the same time, however, we also expect that new revenues from alternative investments in industry will provide a strong contribution. Our focus growth strategy is taking this market situation into account and will have a positive impact on the growth of our net inflows and our revenue growth.

On the whole, the diversified product mix of DWS remains one of our key strengths and thus, we want to face the pressure on margins within the asset management industry.

Anita Schneider: Thanks, Mr Bauer. It's back to you, Mr Woehrmann, again. A shareholder, who doesn't want his name to be disclosed, asked the following question: 'Deutsche Bank, as a distribution channel, in 2017 accounted for 12% of assets under management. At Comdirect, the first DWS fund in the list shows up on page ten; at ComSource[?] only on page 76. How successful were you in the year 2021 in order to put your distribution channels onto a broader basis?'

Asoka Woehrmann: In 2021, we were able further enhance the diversification of our distribution channels for active products, as well as for ETFs. This also includes new business relationships, as well as strengthening of existing core operations, for example, via direct banks or online platforms.

In the record year 2021, we were able to book about €48 billion in net inflows and more than 80% of that was generated by distribution channels outside Deutsche Bank Group.

Anita Schneider: Back to you, Mr Kreuzkamp. Mr Schmidt from SdK asks about the cost-income ratio: 'You have already managed to push the cost-income ratio under your 2024 target of 60%. Does this mean that in the near future you will set yourselves a new lower target or do you expect costs to increase heavily, or revenues to decrease massively? If so, please explain why you expect either one or the other.'

Stefan Kreuzkamp: Well, thank you very much for this question. In the first phase of our corporate development since the IPO in 2018, we have focused on the adjusted cost-income ratio. Thus, we have made sure that, irrespective of the environment which we are operating

in, we are able to generate maximum value for our shareholders. Now, with the start of the second phase of the development of our company, we want to further intensify our ambitions for transformation growth and leadership, which will make us one of the leading European asset managers, with a global reach.

Now, of course, there is geopolitical uncertainty and we do not know when the economic conditions will return to normal. But, if they do so, then by 2024, we aim for an adjusted cost-income ratio of 60% and average net inflows of more than 4%.

Anita Schneider: Thank you very much, Mr Kreuzkamp. And the next question is for you as well, one shareholder who doesn't want his name to be disclosed asks: 'Please explain your future dividend policy. Explain to us what you plan to achieve in terms of EBITDA and EBIT until the year 2025.'

Stefan Kreuzkamp: Well, thank you very much for this question as well. Based upon our future results and the development of our company, we intend to propose payment of attractive dividends per share and at the same time, we also want to maintain our flexibility for growth opportunities. Therefore, please understand that we cannot provide any further information on our internal planning.

Anita Schneider: Thank you very much, Mr Kreuzkamp. And then there's another question for you. Mr Nieding has got a similar question on the same topic: 'Analysts have criticised the dividend proposal. Now, you have increased the proposed dividend but analysts had even expected a higher dividend. Please comment on this, Mr Kreuzkamp.'

Stefan Kreuzkamp: Well, thanks for this question. The dividend proposed for the year 2021 of €2.00 per share corresponds to an increase of €0.19, or about 10%, over last year's dividend of €1.81 per share. This dividend proposal allows our shareholders to participate in our record results and at the same time leaves the company sufficient leeway for its strategic growth plan.

Anita Schneider: Thank you very much, Mr Kreuzkamp. And another question for you from the SdK Shareholders Association: 'Some real estate companies, such as ADLER Real Estate, have gotten into trouble and also have made the headlines recently. Do you have risks in your customer portfolios here, similar to the Wirecard situation?'

And a follow-up question: 'In 2021 the performance fees have increased strongly from €90 million to €212 million. Do high-watermark managed assets here play a major role, which means that you are not only affected by the currently falling share prices but that you will also have a medium-term impact until new record levels at the stock exchanges have been reached?'

Stefan Kreuzkamp: The DWS risk function monitors issuer concentrations for the total investment platform for actively managed funds. Concentration risks are identified and escalated to the respective portfolio managers and their supervisors. These will then take respective measures in order to evaluate potential risks and reduce them if necessary.

Well, related to real estate companies, including ADLER Real Estate, at present no significant concentration risk for actively managed funds of the DWS Group has been identified.

The performance fees in 2021 included transaction fees, revenues from securities lending, and performance fees. The transaction fees from our alternatives business and also the revenues from securities lending are not affected by a high watermark. The performance fees which are generated by the outperformance of a single product are subject to a high watermark. We also expect that in future 3–5% of the adjusted total revenues will be generated from – by performance fees.

Anita Schneider: Thank you very much, Mr Kreuzkamp. To you, Mr von Rohr. One shareholder, who doesn't want his name to be disclosed, asked the following question: 'How do you measure the contribution of the on-management performance regarding assets under management, although your success is massively dependent on the expansive monetary policy of the central banks and as a management board, you cannot even affect that monetary volume? And how do you make sure that the assets under management are not included in assessing the management performance in order to avoid false incentives?'

Karl von Rohr: Well, you are quite right that the KPI 'assets under management' is influenced by several factors such as the current market movements and also, indirectly, by the monetary policy that you mentioned, or purchased assets and therefore it is not suited as a yardstick to assess performance. For this reason, the financial KPI 'net inflows' has been an important yardstick to measure the organic growth of DWS since our IPO and it's also standard in the asset management industry to assess management performance.

Apart from a whole range of other factors, it is included in the performance management that is the basis for performance-based compensation of the management board members. Development of the assets under management, however, is not included as a yardstick in that exercise.

Anita Schneider: It's back to you, Mr Woehrmann. Mr Schmidt from SdK asks why DWS entered into alliances with BlackFin and Smart Pension Limited: 'Now, with these alliances, isn't there a risk that you build up volume here but that you do not have the know-how any more in-house and that you enter into new dependencies? Now, why do you go for alliances rather than setting up these platforms yourselves?'

Asoka Woehrmann: Well, we entered into that strategic alliance with BlackFin because the platform business is a growth market. Furthermore, we are convinced that fund platforms will only be able to fully deploy their entire growth potential if they've got a certain degree of independence. BlackFin is a highly-qualified fintech investor with an outstanding success record in tapping the growth potential of technology-based investments in the financial services industry.

Purchasing a minority stake in Smart Pension is a very interesting investment possibility for DWS considering the growth opportunities for contribution-based pension systems in the UK and also worldwide. This investment is part and parcel of the growth strategy of DWS in the UK.

Anita Schneider: Thank you, Mr Woehrmann. And another question for you, Mr Schmidt from SdK also asks: 'How are these new partnerships built? Are they based on commissions or profit-sharing?'

Asoka Woehrmann: Thank you for your question, Mr Schmidt. The partnerships with BlackFin and Smart Pension Limited are based on a different structure and they also have different strategic rationales. Nevertheless, what they both have in common is that we will acquire a capital stake, even though in different levels in the respective companies, or will acquire such an equity stake. In addition, we are also aiming to achieve cooperation schemes with BlackFin and Smart Pension. If, for example, commission services were to be agreed with the partners they will be contractually defined and will be billed in line with market conditions. However, these details vary from one partnership to the next.

Anita Schneider: Thank you. Over to you, Mr Bauer. Mr Schmidt from SdK asks how DWS is going to prepare for tokenisation and how you are going to hold your own in the light of fintechs?

Manfred Bauer: Thank you for your question, Mr Schmidt. Tokenisation of assets and fund shares is of strategic importance for DWS. Currently, the market capitalisation of tokenised assets is still relatively low. A wider market acceptance requires both technical and regulatory progress.

Firstly, the young blockchain technology will have to further develop, in order to ensure that the competing goals of the blockchain trilemma – security, scalability and decentralisation – can be harmonised. Secondly, market participants need more regulatory security. The German law on electronic securities and the European draft regulation on markets in crypto assets offer an increasing amount of legal certainty. Apart from technical and regulatory conditions, a sufficient number of market participants, such as depositories, have to integrate tokenised assets in their value chains before the big economic potential can be fully delivered.

DWS is observing the dynamic development of tokenisation very closely. Digital DWS entities and technical teams analyse blockchain applications and check where DWS can benefit from tokenisation. Currently, fintechs are not so much a direct competition but rather offer opportunities for cooperation.

Anita Schneider: Thank you. Over to you, Mr Kreuzkamp. SdK is asking, 'What would you do differently if you were fully independent of Deutsche Bank? If you take a look at bigger M&A projects, for example, would you actually need the financial power of Deutsche Bank for – to achieve scalability?'

Stefan Kreuzkamp: Thank you for the question. Well, our M&A position has not changed and it does not depend on the share held by Deutsche Bank. Our top priority is and remains organic growth but, of course, we are closely observing the consolidation of the sector and we intend to play an active role in mergers and acquisitions. This means that we also want to achieve inorganic growth, if it creates added value for our shareholders and does not impact our fiduciary duties vis-à-vis our clients.

Anita Schneider: Thank you. Another question for you, Mr Kreuzkamp. SdK wants to know what M&A volume would you be able to handle from your own power and are there any opportunities for acquisitions, in particular given lower asset management prices?

Stefan Kreuzkamp: Thank you for that question. We are operating from a very strong financial position and we have the required funding opportunities in order to handle M&A opportunities of different orders of magnitude. In order to maintain this, we are also asking

you for your agreement regarding the capital-related resolutions, as the financial impact also differs and depends on individual and transaction-related factors. It would not be pertinent to quantify a certain volume or an upper limit. Please also bear with us if we do not engage in any speculations on M&As as a matter of principle.

Anita Schneider: Thank you very much, Mr Kreuzkamp. The next question is for Karl von Rohr. It is from Andreas Schmidt from Schutzgemeinschaft der Kapitalanleger wants to know: 'Well, of course, DWS is a real gem in the portfolio of Deutsche Bank and with a limited risk structure, does Deutsche Bank want to sell its majority at all, Mr van Rohr?'

Karl von Rohr: Well, Deutsche Bank has repeatedly emphasised the fact that it considers DWS as an important pillar of its business. At the same time, the CEO of Deutsche Bank has emphasised time and again that Deutsche Bank supports the goal of making DWS one of the leading European asset managers with global reach. This also includes the independence of DWS I have already mentioned in my speech, regarding processes, structures and systems.

Anita Schneider: Thank you, Mr von Rohr. The next question is for you, Mr Woehrmann. Mr Schmidt from SdK wants to know more about the share price development: 'Although in 2021 you achieved or outperformed your targets, the share price development was disappointing. Apart from the general environment, one factor that probably has played a role was that revenues have more or less been stagnating since 2017. Probably the market also doubts whether you will be able to achieve much higher revenues in the medium term and of course, the greenwashing discussion will also have had an impact. Do you have any other explanations, Mr Woehrmann?'

Asoka Woehrmann: Thank you. Thank you, Mr Schmidt. Thank you for your question. In my speech, I already pointed out that I consider the share price development frustrating. In this period, it reflects individual challenges of DWS and the asset management sector. 75% of relevant analysts have issued a 'buy' recommendation for the DWS share and the average target for our share price is 30% above the current share price.

Anita Schneider: Thank you, Mr Woehrmann. The next question is for Mr Bauer. A shareholder, who does not want her name to be disclosed, has asked the following question: 'What does DWS intend to do in order to regain the trust of its shareholders and what do you plan to do to counter the falling share prices?'

Manfred Bauer: Thank you for your question. Our management does not have a direct impact on DWS's share price. However, with the right strategy and the consistent implementation of our projects, we are on a very good path towards achieving our medium-term goals. This should then have a positive impact on our share price.

Anita Schneider: Thank you, Mr Bauer. Another question for you. Several shareholders have asked questions about the greenwashing allegations against DWS. SdK wants to know whether the allegations of the public prosecutor might have an impact on DWS's business.

A shareholder, who doesn't want her name to be disclosed, wants to know why the business offices were raided, given that DWS has always said the allegations were unfounded?

And Andreas Becker[?] wants to know when you are expecting this topic to be settled and sorted out.

Manfred Bauer: Since last year, DWS has been subject to allegations relating to ESG disclosures of the Group, which originally came from the former Group's sustainability head of DWS. In this context, DWS has received information requests and subpoenas. On 31st May 2022 the public prosecutor's office in Frankfurt implemented a search in the offices of DWS in Frankfurt and has launched investigations against unknown persons. DWS takes the allegation seriously and has taken comprehensive measures to cooperate with the authorities to clarify the situation.

We are aware that a number of measures will be required in order to guarantee a fundamental and complete investigation process. We fully cooperate with the authorities in order to sort out any open questions. They have a task to fulfil and DWS will support them as best we can.

As pointed out in the Annual Report 2021, the Supervisory Board of DWS has formed a temporary subcommittee in order to ensure a continued and efficient support for the handling of the ESG topic by management, in particular with regard to information requests from the authorities. The subcommittee continually informs the Supervisory Board of DWS about its work. DWS will continue to cooperate with the authorities.

DWS cannot comment on details regarding ongoing investigations for legal reasons.

Anita Schneider: Thank you. Over to you, Mr Kreuzkamp. Mr Nieding from DSW has asked a number of questions relating to the so-called greenwashing scandal: 'What investigations were initiated by DWS to date in order to clarify the allegations in connection with the greenwashing scandal? Have you mandated an external law firm in order to investigate matters? If so, do you already have the first results available? Can you talk about this?'

Stefan Kreuzkamp: Thank you, Mr Nieding. DWS has been cooperating since the late summer of 2021 with the relevant authorities and we have fully cooperated with them. To that end, both in Germany and in the US, external lawyers were mandated right after the allegations became known, in order to investigate the allegations and support the authorities investigating the matters. The Supervisory Board of DWS has set up a temporary subcommittee in order to continually monitor the way the management handles the ESG-related allegations. I can only ask you to bear with us for not commenting on the current status of the investigations for legal reasons.

Anita Schneider: Mr Kreuzkamp, the next question from DSW is for you too: 'What are the costs that DWS will probably face due to measures related to the greenwashing scandal? Are you planning to take recourse for such costs from those personally responsible, if possible?'

Stefan Kreuzkamp: The costs incurred by the company in connection with the greenwashing allegations cannot currently be seriously quantified. For the time being, we do not see any reason to verify any potential recourse measures we might take in this respect.

Anita Schneider: Thank you. Another question for you from Mr Nieding: 'Mr Kreuzkamp, have you investigated whether, in connection with the greenwashing scandal allegations, all capital market-related publication requirements have been met? If so, what is the result of your investigations?'

Stefan Kreuzkamp: Of course, we regularly check our capital market-related publication obligations and also do so on a one-on-one basis. In connection with the greenwashing allegations, we believe we have met our obligations and will continue to meet them.

Anita Schneider: Thank you, Mr Kreuzkamp. Another question for you, Mr von Rohr. DSW has also asked the following question: 'To what extent has the Supervisory Board of our company already taken part in clarifying the greenwashing scandal in the run up to these measures? Are all – have all questions been comprehensively asked – answered by the Board? Have you received all the information you have requested? Are there any indications suggesting that any information requested or questions asked have not been fully delivered or answered, respectively?'

Karl von Rohr: Mr Nieding, the special subcommittee of the Supervisory Board specifically formed for that purpose receives regular and comprehensive information about the status of the investigations and any new developments in this context.

In our view, the Boards have answered all questions as best as they can and I can only tell you that the Supervisory Board has received comprehensive information at all times.

Anita Schneider: Thank you. Another question for you, Mr Kreuzkamp, from Mr Nieding from DSW: 'Can you quantify the risk our company runs in connection with the greenwashing scandal? Have you already made any provisions in this context?'

Stefan Kreuzkamp: Mr Nieding, please bear with us for not being able to provide you with a serious quantification of potential risks as of today. The same thing applies to potential provisions.

Anita Schneider: Mr Kreuzkamp, thank you. Mr Nieding also wants to know what the impact could be in – resulting from allegations in connection with the so-called greenwashing scandal, regarding regulatory authorities, both in Germany and abroad. 'Are you going to face any measures or any requirements such as those we've already seen in Deutsche Bank, in connection with various allegations by so-called special monitors from American authorities? Of course, trust in DWS has been highly impaired as a result. Have you ever thought of initiating a voluntary special audit under the German Stock Corporation Act in order to regain trust?'

Stefan Kreuzkamp: Mr Nieding, as I already pointed out several times, we are fully cooperating with German authorities and with authorities abroad, in this context. We can only ask you to bear with us, so we do not consider it appropriate at this point in time to speculate about potential consequences and results of these investigations.

Anita Schneider: Thank you. Another question for you, Mr Kreuzkamp. The German Association for Securities Ownership also wants to know: 'Have you already received any results in terms of when the investigations by the public prosecutor will be closed?'

Stefan Kreuzkamp: As already mentioned, we have fully cooperated with the public prosecutor as well, since the 31st March – May 2022. We do not yet have any results as to when, or with what results, the investigations will be closed.

Anita Schneider: Thank you. The next question is for you, Mr von Rohr. It's a question from Mr Markus Dufner, a representative of the Umbrella Organisation of Critical

Shareholders: 'The parent company, Deutsche Bank – here you are the Deputy CEO in charge of asset management. What are the consequences you will draw from the greenwashing allegations? Desiree Fixler, as Head of Sustainability at DWS, referred to potential greenwashing and in March 2021, shortly before the publication of the Annual Report 2020, she was dismissed. In an email to you and Deutsche Bank's Sustainability Head, Jörg Eigendorf, she had warned that DWS might have made wrong publications regarding sustainability. Why did you not take Ms Fixler's indication seriously? Were you involved in the dismissal of Ms Fixler? If not, who was involved?'

Karl von Rohr: Yes, thank you. Let me first of all explain to you that the Supervisory Board is not in charge of appointing employees in DWS and consequently, the decision about the termination of Ms Fixler's employment contract during her trial period was to – up to the Executive Board to take.

In my speech, I already presented in great detail when and – from when and how the Supervisory Board dealt with the allegations raised by Ms Fixler, which were raised for the first time after she was terminated. Let me emphasise once again that, of course, we took the statements made by Ms Fixler very seriously and we immediately started to investigate matters by mandating a plausibility check to be carried out by an auditing company. The result was that the allegations made by Ms Fixler in connection with her statements were not plausible.

Irrespective of that, the Supervisory Board set up a temporary subcommittee in September 2021 to closely monitor the investigations. As already mentioned, we have not yet seen any indication suggesting that a special separate audit by the Supervisory Board would be required at this point in time. But of course – and this is quite clear – we stand by what I said earlier. We will draw clear consequences if here, or in any other place, we were to find that there has been some misconduct. But until then, we have to assume innocence, as already pointed out.

Anita Schneider: Thank you. The next question is for Mr Bauer. SdK wants to know: 'What can or will you do if you consider the allegations to be unfounded, in order to prove they are wrong and to limit the reputational damage?'

Manfred Bauer: Yes, thank you. We will continue to strengthen the DWS brand. In the first half of the year, we've already sharpened our brand profile in order to focus on DWS's values and we also want to increase visibility. In particular in sustainability, our target remains unchanged. We will do everything we can in the field of ESG investments to achieve further growth. ESG will be a core element of our strategy. We will invest in product innovation in this area and we will position ourselves as an asset manager that offers the full spectrum, the full range, of product solutions in this field.

Anita Schneider: Another question for you, Mr Bauer. SdK, Mr Schmidt, have also asked the following question: 'Have the allegations already had an impact on existing clients or the acquisition of new clients, or will they have an impact?'

Manfred Bauer: Thank you, Mr Schmidt. We are in close dialogue with our clients, who, of course, have asked questions in this respect since the middle of last year. The interaction level with our clients has been very high, above all, in the light of the events of the last few days.

Against the background of the events of last week, it is too early to give you an indication of the impact this may have.

Anita Schneider: Another question for you, Mr Bauer. Deutsche – the German Association for Securities Ownership wants to know how you would quantify the liability risk if the allegations, whereby securities prospects were wrong, should be found to be true.

Manfred Bauer: Mr Nieding, please bear with us for not being able, at this point in time, to give you a serious quantification of potential risks.

Anita Schneider: Thank you, Mr Bauer. Another question for you, Mr von Rohr. A shareholder, who does not want his name to be disclosed, wants to know what the consequences are that the Supervisory Board has drawn from ESG-related allegations regarding the Group's Sustainability Council, the Group's Sustainability Office, and the ESG Advisory Board, all of these being bodies of DWS listed in the annual report.

Manfred Bauer: Yes. First of all, let me point out that the Supervisory Board is not in charge of appointing members to these bodies, that advise DWS in its ESG strategy and the implementation of that strategy. Responsibility rests with management. The Supervisory Board only has an advisory and monitoring function in this regard. As already said, the Supervisory Board, of course, will push for consequences in the framework of its responsibilities if any indications of misconduct were to emerge in this respect.

Anita Schneider: Thank you. Another question for you, Mr Bauer. Mr Dufner, from the Umbrella Organisation of Critical Shareholders, also asks the following question: 'The US Department of Justice told Deutsche Bank off, in December 2021, because they had failed to report Ms Fixler's complaint regarding greenwashing, although Deutsche Bank would have been obliged to do so from its obligations resulting from another case. What are the consequences drawn?'

Manfred Bauer: Thank you. DWS also has carried out better and improved trainings under the – for – regarding reporting obligations under the deferred prosecution agreement.

Anita Schneider: Thank you. A shareholder, who does not want his name to be disclosed, asks about the internal guidelines regarding the handling of so-called messaging apps in DWS Group: 'Was this rule introduced at the same time as it was introduced in Deutsche Bank, or are there any exceptions in DWS?'

Manfred Bauer: All companies of DWS Group have to follow the same groupwide policies for internal and external communications as those followed by Deutsche Bank Group and those for documentation, recording and maintaining of documents, as well, in storage. For DWS, there are no exemptions. DWS Group also uses certain Deutsche Bank systems and controls that support implementation of these guidelines.

Anita Schneider: Thank you, Mr Bauer. A shareholder, who does not want his name to be disclosed, asks about the point of the information provided in the table on reported grievances, in the Annual Report 2021, in connection with the speak-up culture: 'What is the point of this table? What is it supposed to say?'

Manfred Bauer: We presume that your question relates to the complaints statistics we publish in our annual report. It is part of our obligation in the framework of human capital

reporting standards. DWS has been certified in this disclosure area. DWS Group has clear processes for handling employee complaints. This also includes the regular review of complaints and grievances at the level of top management. We encourage all colleagues to say – to voice their views at any point in time, in order to ensure that we live our values and create an integrative and productive work environment.

Anita Schneider: Thank you. The next question is for Mr von Rohr. Mr Dufner wants to know the following: 'Do you believe, Mr von Rohr, that it is sufficient for Mr Woehrmann to take responsibility and resign?'

Karl von Rohr: Mr Dufner, Asoka Woehrmann, after repeated attacks on DWS and himself, stepped down to make room for a restart. I not only, in my speech, but, also otherwise, I paid my respect for this decision. The Supervisory Board, and Deutsche Bank as majority shareholders, clearly back and stand behind the targets and the strategy of DWS. We have found the ideal successor for Asoka with Stefan Hoops, who will continue the successful work of the last few years. I hope that you understand that, over and above this, I will not comment on the personnel decisions of and at DWS.

Anita Schneider: Thank you very much, Mr von Rohr. We stay with you, Mr von Rohr. Mr Schmidt from SdK asks you to explain the selection procedure for Mr Hoops, how he was selected, which criteria spoke in favour of his appointment? Is he just an interim CEO, or is this to be a long-term appointment? Will Mr Hoops change anything about the strategy of DWS, in particular with a view to gaining further independence from Deutsche Bank?

Karl von Rohr: As I already explained in my speech, Mr Hoops has proven his capacity and his capability in several areas of the bank. He has excellent capital market expertise, a deep understanding for customers and excellent leadership qualities. We are convinced that we have found an excellent CEO, who will actually continue the successful cause and path of DWS in the long term.

However, let me make some additional remarks. Mr Hoops, as usual for the CEOs of DWS, was appointed for a period of three years, to start with. And, other than this, I hope you bear with me if I say that the contract of Mr Hoops is not the subject matter of this AGM.

Anita Schneider: Mr Nieding also wanted to know that, when he says: 'Could you give us some information on the terms and conditions related to the resignation of Mr Woehrmann? Are there severance payments? Were severance payments agreed? Is – what are the other agreements? Is there for example, a claw-back agreement in the contract with Mr Woehrmann, should it turn out that he did make mistakes?'

Karl von Rohr: Mr Nieding, I already explained that Mr Woehrmann decided to step down as the General Manager and CEO of DWS, in agreement with the company. The details of a separation agreement are being discussed as we speak and this will, of course, be published in the Annual Report of 2022. Such an agreement will be drafted in agreement with the [inaudible], which also says that a severance payment could also be provided on a deferred compensation basis and deferred compensation is always subject to claw-back.

Anita Schneider: Mr Kreuzkamp, the Dachverband der Kritische Aktionärinnen und Aktionäre has the following question: 'The investment decisions of the ESG funds of DWS is based on the so-called ESG engine, which cause – which defines that several sectors are controversial.

They are subdivided in categories A to F. Against the backdrop of Mr Asoka Woehrmann, when will DWS introduce strong exclusion criteria, so that, for example, oil and gas are considered to be controversial sectors? When will the red line be drawn at 20%, a maximum of 20%, of revenues from fossil fuels, robust absolute thresholds when it comes to the production of coal, oil and gas and when will it clearly exclude any expansion plans with these sectors?

Stefan Kreuzkamp: Thank you very much for the question. Criteria for ESG conformity are defined by dynamic societal and political discussion. Our aim is that our ESG framework complies with current regulatory requirements and regulatory practice and the expectations of our customers as the transformation – in line with the transformation of the real economy to additional sustainability.

Over and above this, we review and refine our ESG framework continuously for actively-managed funds. For example, the coal activities in companies that we finance, it was reduced from 25% to 15% at the beginning of 2021. However, as a rule, we do not exclude entire sectors of industry but we do analyse the companies on an individual basis, in order to identify improvement potential and we enter into a dialogue with those companies.

In concrete terms, we, for example, ask for the plans for the reduction of greenhouse gas emissions, the extension of CO₂ – of low CO₂ activities, or climate solutions.

Anita Schneider: Thank you very much, Mr Kreuzkamp. Staying with you, the Dachverband der Kritische Aktionärinnen und Aktionäre asks: 'DWS is one of the signatories of the investor initiative UN Principles for Responsible Investment, PRI, which stipulates best practices for a responsible real estate management. One of these comprises a best practice cooperation with local stakeholders for the – and the – do you believe that the guidance, or the guideline, for responsible contractors is the same as laws and guidelines on supply chains?'

Stefan Kreuzkamp: I reckon that Mr Dufner refers to the EU directive on supply chains, which has not become law yet. DWS is – makes an effort to fulfil the Principles for Responsible Investment. One of them is the policy for – the Responsible Contractor Policy. As to whether it is equivalent with the supply chain directive of the European Union, which has not been passed yet, cannot be assessed finely at this point in time.

Anita Schneider: Mr Kreuzkamp, thank you very much. Another question to you. As a representative of the Dachverband der Kritische Aktionärinnen und Aktionäre, Mr Dufner continues to ask: 'The Responsible Contractor Policy, introduced by DWS Group, means that the DWS funds have to be union-neutral in their US positions and to support fair salaries and benefits. This is also true for cleaning contractors. Will DWS make sure that these guidelines are being adhered to for its real estate in Florida? And if yes, what did you do in order to make sure that DWS uses a responsible contractor for all its real estate in Florida, that the union rights of its employees are being adhered to and respected and that the usual – the market-usual salaries and benefits are – stipulated in the collective agreement negotiated in Florida are being offered?'

'DWS Group made enormous investments in US real estate and is often using capital of institutional investors that made DWS a fiduciary and making sure that it invests prudently and carefully. Does the management board know as to whether the DWS funds communicate with their contractors on the rights of employees? Do you know if the DWS investors and

their investors in real estate in the federal state of Florida were informed about strikes in the – for the office buildings in Florida? How do you make sure that DWS funds and feedback from stakeholders and employees with regard to conflicts referring to the rights of employees are dealt with in an appropriate fashion?’

Stefan Kreuzkamp: Thank you very much, Mr Dufner, for this very detailed question. The policy or guideline for responsible contractors applicable to the real estate of DWS in the United States provides that DWS has to get annual proof from the contractors that these contractors pay fair salaries and benefits to their employees. Now, this is checked and audited by DWS and external auditors on a regular basis. Any contraventions can lead a service contract being terminated prematurely.

It is common established practice that our institutional real estate funds check everything that has an influence on the performance on a regular basis in quarterly calls with the investors, also in quarterly reports.

The contractors in southern Florida confirm that DWS – that they fulfilled the definition of a responsible contractor within the meaning of the policy or guideline and we have no reason to doubt this confirmation. So there were no matters that would have to be notified and which would have an effect on the fund or its performance.

Also, it has to be mentioned that the direct real estate business of DWS uses the responsible contractor – the contractor policy, which means that we have to take a neutral position when it comes to unions. Outside our real estate business, of course, we – also, when it comes to our proxy voting and also our engagements, we, of course, take into consideration controversies with regard to norms and standards in organisations of the ILO, the OECD principles on multinational companies and also additional international labour or human rights rules resulting from the UN Global Compact.

We hereby fall back on assessments of external service providers, such as ISS, MSCI and Sustainalytics.

Anita Schneider: Thank you very much, Mr Kreuzkamp. Staying with you. A shareholder, who does not want to be named, asks: ‘What are your current required rates of return with regard to the German share markets? Please explain last year's required rate of return and any changes, if there were any changes?’

Stefan Kreuzkamp: Thank you very much for the question. We understand your question as follows. This is about a capital market forecast, in particular with regard to the German share market – stock market. We publish our forecasts on a quarterly basis. It refers to the following four quarters and not full calendar years. In the middle of November 2021, we reckoned that there would be an overall return for the German stock market of 5%, in our first strategy meeting in 2022, in the middle of February. This is before the invasion of Ukraine by Russian troops; the 12-month target for the DAX was slightly reduced.

Now, the economic recovery was fairly robust but further increasing inflation rate and more aggressive communication by the central banks made us more cautious and prudent when it comes to the valuation of the share markets. Our current share target for DAX, that we raised about three weeks ago, is for the 30th June 2023. We believe that the index will be at

about 14,600 points, which would be in line with the average of the DAX this week. So, a negative return would be fairly likely this year.

Responsible for this are also the high inflation rates, the war in Ukraine and the strict COVID measures in China. They exacerbated the supply chain problems and actually dampened the forecast.

Anita Schneider: Now what is – the same person wants to know: 'How high was your return in the German stock market in 2020 and 2021 and if this is not fully distributed to the holders of fund shares, why is it not fully distributed if we are now talking about non-dividend or cumulative funds?'

Stefan Kreuzkamp: Thank you very much for the question. As we understand it, you're talking about the development of our German equity funds and also our distribution of dividends at the fund level. And as at the end of 2022, DWS has had actually €12 billion under management in German equity funds. The biggest of this is DWS Aktien Strategie Deutschland, with a volume of about €4.2 billion. We offer several asset classes amongst dividend and non-dividend funds.

The non-dividend LC asset class, in the year 2020, achieved a value development of 5.3% and in the year 2021, the performance was 23.3%. For dividend funds, the fund usually distributes the dividend that was generated and which is not required for paying interest and other expenses. So, realised gains also from, for example, the sale of equity, can also be used for dividend payments. For the business year 2020 and 2021, for German equity funds, however, no sales proceeds were paid out. Of course, every investor can decide to sell his fund shares and thus to generate the wins.

Anita Schneider: Mr Kreuzkamp, staying with you, we have two similar questions of Mr Nieding on climate lawsuits, this is lawsuits against companies that you invest in. The question is, if there is a possibility to – or the necessity to roll them back in the future. Mr Kreuzkamp, would you like to expand on your positions on climate-related lawsuits?

Stefan Kreuzkamp: Mr Nieding, this is a topic that is becoming more and more relevant for the companies and the entire industry and DWS is, of course, following the further development. With regard to the momentum, the dynamics that we see, we, however, cannot assess the situation as of today. When DWS – when taking care of the standards for the green investments, or sustainable investments, of course, we comply with regulatory requirements and market standards. When it comes for the process for the development of a guideline on sustainable investment funds, this is, of course, taken into consideration.

Anita Schneider: Mr Bauer, coming back to you. DSW asks: 'How binding are the guidelines or policies that you take as a point of orientation when it comes to green investments?'

Manfred Bauer: Thank you very much for the question. As already mentioned, DWS, when developing the ESG investment standards, of course, pays tribute to regulatory requirements. The exclusion criteria which are disclosed in the sales prospects, these are regulatory ones, as well as those that are described in the prospectus, are part of the internal processes when it comes to taking care of restrictions in the investment process.

Anita Schneider: Mr Bauer, thank you very much. Staying with you, Mr Nieding is asking: 'Are you already developing defences or a defence line against potential claims in the future?'

Manfred Bauer: Mr Nieding, thank you very much. DWS, when it comes to the operational areas of product management and fund management – it has established a control environment with regard to risk management and control frameworks of DWS. The control processes defined and taken care of within those frameworks provide for internal and external controls. They are being assessed on a regular basis and they are also to cover those risks resulting from potential future lawsuits and many milestones. We take particular care of regulatory and legal requirements when it comes to sustainable assets in our environment.

Anita Schneider: Thank you very much, Mr Bauer. DSW also wants to know whether using a standard as a guidance makes sense, a standard which is currently being developed by your commission which is based upon taxonomy.

Manfred Bauer: Well, thank you very much. We are currently observing a large number of developments of national and international standards and guidelines, also including development of the taxonomy directive. DWS takes these observations and develops into accounts within their internal processes to further develop its standards.

Anita Schneider: Thanks, Mr Bauer. A question for Mr von Rohr. Peter Schmidt[?] asks: he has got 300 no-par value shares and would like to exercise voting rights for them, because on his voting card only 200 no-par value shares have been registered.

Karl von Rohr: Mr Schmidt, well, that's not really a question related to the matters of the company. Let me, nevertheless, answer it. Basically, the right to exercise voting rights is based upon the number of shares held in the account on a certain cut-off date. And in our case, the cut-off date was 19th May 2022. Now, if additional shares have been purchased after this date, then they will not count for the voting rights to be exercised. But this does not affect your dividend entitlement.

Anita Schneider: Mr Bauer, another question for you. Another question for you, from a shareholder who doesn't want his name to be disclosed. He asks about various interest rate risks: 'With the ongoing low interest rate phase, DWS, on 1st July 2021, fully discontinued its new business with reserve and euro guaranteed products. Due to the current negative development of underlying shares and pension fund reallocations and deduction of cost, probably many of your current contracts with a long maturity will probably, currently be below their guaranteed amount. Which risk do you here see for the future? How has the risk changed compared to numbers shown in your Annual Report 2021?'

'As the guarantee only is exercised at the end of the term of such a contract, how many guaranteed contracts did show a gap to its guaranteed amount and how high were the costs of DWS on this?'

Manfred Bauer: Well, thank you very much. One of the key influencing factors for long-term pension products with a guarantee are long-term interest rates. Therefore the biggest risk for our guaranteed products are declining long-term interest rates. However, interest rates have, in the current year, once again increased significantly compared to 2021. This reduces the risk for DWS, because the probability, as well as the current value, of potential future risks has reduced. Thus, the gap for our guaranteed products by the end of March 2022 has decreased by a double million amount – double-digit million amount.

By the end of March 2022, the contracts that have reached the end of their savings phase have led to a loss in the low-single-digit million-dollar range. All in all, 40,000 contracts had reached the end of their savings phase by the end of May 2022 and 15,000 had a negative total there.

Anita Schneider: One shareholder, who doesn't want to ask – his name to be disclosed, asked about the current status of the Wirecard evaluation: 'At the last AGM, it was also stated that you're looking into any possibilities to take legal action.'

Stefan Kreuzkamp: DWS has filed claims for all funds affected to the amount of €665 million in the insolvency proceedings of Wirecard AG. Furthermore, we are preparing the filing of claims in the insolvency proceedings of subsidiaries of Wirecard AG. Furthermore, we have filed legal action against members of the former management board and other managers of Wirecard AG and we have also filed claims of €450 million under civil law. The exact amount is still something that we are currently discussing with our process cost funding provider.

Filing claims – filing damage claims against other parties involved, including former Supervisory Board members of Wirecard AG and also their auditors, are currently being evaluated and will also be exercised if we feel that they have a high probability of success.

Anita Schneider: Next question for you, Mr Woehrmann. In connection with the COVID pandemic, the Deutsche Shareholder Association for Wertpapierbesitz has got the following questions: 'What is the percentage of the employees currently working from home? Is there a possibility to save expenses in terms of rent for office space and are you prepared for future events? Did you perform a so-called pandemic impairment test?'

Asoka Woehrmann: Thanks for the questions. Well, assessment of working from home is based upon the current applicable regional regulations and possibilities.

Now, we – how many employees have shifted their work to fully work from home? Of course, that differs very much due to the different situation of the infections all around the world. Therefore, I cannot give you a general answer. Furthermore, Mr Nieding, you ask whether there is savings potential regarding renting office space. And here, we can say that in the past couple of years, we have analysed our location strategy in accordance with the needs and the actual utilisation by our employees and customers. And we have thus also adjusted our strategy accordingly, which we always adapt to the respective needs and expectations.

The same also applies to the adjustment of office space that we use, which is, of course, also based upon the workforce level at DWS.

Now, you've also asked for a concept for an emergency, such as the pandemic that has occurred. Let me ask – let me answer this as follows. DWS has got stable emergency response plans for all locations. The COVID-19 pandemic has shown that we are able to maintain stable operations at DWS, even in such an emergency.

[END OF TRANSCRIPT]