

**Business Allocation Plan**  
for the  
**Executive Board**  
of  
**DWS Management GmbH**  
(General partner of DWS Group GmbH & Co. KGaA)

*– Effective 08 December 2023 –*

## Divisions

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>Executive Division</b>	<b>Dr Stefan Hoops</b>	
<b>Chairman of the Executive Board</b>		n/a
<b>Group Strategy incl. Sustainability- / ESG-Strategy</b>		Dr Markus Kobler
<b>Audit</b>		Dr Markus Kobler
<b>Communications &amp; Brand</b>		Dr Markus Kobler

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>Investment Division</b>	<b>Dr Stefan Hoops</b>	
<b>Global Oversight Chief Investment Office</b>		Dirk Görgen
<b>Global Oversight Active, Passive and Alternatives Portfolio Management</b>		Dirk Görgen
<b>Global Oversight for Trading</b>		Dirk Görgen

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>Client Coverage Division</b>	<b>Dirk Görgen</b>	
<b>Global Oversight Coverage Management</b>		Manfred Bauer
<b>Regional Oversight Coverage Strategy incl. Marketing</b>		Manfred Bauer

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>Product Division</b>	<b>Manfred Bauer</b>	
<b>Global Product Strategy (incl. Digital) &amp; Innovation</b>		Dirk Görgen
<b>Global Oversight Product Lifecycle Management</b>		Dirk Görgen
<b>Global Oversight Product Structuring &amp; Specialists</b>		Dirk Görgen
<b>Global Oversight Product Management</b>		Dirk Görgen

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>CAO Division</b>	<b>Dr Karen Kuder</b>	
<b>Legal incl. Data Privacy</b>		Dr Stefan Hoops
<b>Compliance &amp; AFC</b>		Dr Markus Kobler
<b>Client &amp; Investment Monitoring</b>		Dr Markus Kobler
<b>Corporate Governance, incl. Corporate Office</b>		Dr Stefan Hoops
<b>Human Resources</b>		Dr Markus Kobler

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>CFO Division</b>	<b>Dr Markus Kobler</b>	
<b>Group Finance incl. Financial Accounting</b>		Dr Stefan Hoops
<b>Capital Planning &amp; Management</b>		Dr Karen Kuder
<b>Tax</b>		Dr Stefan Hoops
<b>Strategic Financial Planning</b>		Dr Stefan Hoops
<b>Investor Relations</b>		Dr Stefan Hoops
<b>Risk Management</b>		Dr Karen Kuder
<b>IT and Operations incl. Data Security</b>		Dr Stefan Hoops
<b>Corporate Services</b>		Dr Stefan Hoops

## Regions

	<i>Primary Responsibility</i>	<i>Deputy</i>
<b>Americas</b>	Dirk Görgen	Dr Markus Kobler
<b>EMEA</b>	Manfred Bauer	Dr Stefan Hoops
<b>APAC</b>	Dr Stefan Hoops	Dr Markus Kobler