## Deka Group – Key Figures 2019

Datal assets	BUSINESS DEVELOPMENT INDICATORS		31 Dec 2018	31 Dec 2019
### thereof retail customers ### ### ### ### ### ### ### ### ### #	Total assets	€m	100,444	97,282
thereof institutional customers   €m   138,700   154,662     Number of securities accounts   (thousand)   4,654   4,787	Total customer assets	€m	275,878	313,412
Number of securities accounts	thereof retail customers	€m	137,169	158,749
Net sales   Comment   C	thereof institutional customers	€m	138,709	154,662
Net sales	Number of securities accounts	(thousand)	4,654 <sup>1</sup>	4,787 <sup>1</sup>
### ### #############################			2018	2019
### Thereof institutional customers    SustainABILITY RATING	Net sales <sup>2</sup>		11,773	18,040
MSCI ESG	thereof retail customers		11,296	11,117
MSCI ESG	thereof institutional customers	€m	477	6,923
Prime C+	SUSTAINABILITY RATING <sup>3</sup>			
Positive B   Positive B   Sustainallytics   points   83   83   83   83   83   83   83   8	MSCI ESG		AA	AA
Sustainalytics         points         83         83           SUSTAINABLE PRODUCTS           Volume of sustainable retail funds         €bn         3.1         4.1           Managed capital in sustainable products (securities)         €bn         10.9         12.1           Share of certified buildings in property funds⁴         %         69         68           Sustainable investment volume of Depot A proprietary investments         €bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564³         4,566³           Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         18.5         19.9           Turnover rate in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1.042           SUSTAINABLE BANKING         8         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390	ISS ESG	· <del></del> ·	Prime C+	Prime C+
SUSTAINABLE PRODUCTS           Volume of sustainable retail funds         €bn         3.1         4.1           Managed capital in sustainable products (securities)         €bn         10.9         12.1           Share of certified buildings in property funds <sup>4</sup> %         69         68           Sustainable investment volume of Depot A proprietary investments         €bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564 <sup>5</sup> 4,566 <sup>5</sup> Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         18.5         19.9           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         %         4.2         4.4           Financial cost of further training in Germany         %         4.2         4.4           Financial cost of further training in Germany         %         4.2         4.4           Financial cost of further training in Germany         %         4.2	imug rating	· <del></del> -	Positive B	Positive BB
Volume of sustainable retail funds         € bn         3.1         4.1           Managed capital in sustainable products (securities)         € bn         10.9         12.1           Share of certified buildings in property funds ⁴         %         69         68           Sustainable investment volume of Depot A proprietary investments         € bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564³         4,566³         4,566⁵           Germany         4,160         4,168         4,168         4,160         4,168           Proportion of women in Germany         %         39.3         39.4         19.1         1.1 </td <td>Sustainalytics</td> <td>points</td> <td>83</td> <td>83</td>	Sustainalytics	points	83	83
Volume of sustainable retail funds         € bn         3.1         4.1           Managed capital in sustainable products (securities)         € bn         10.9         12.1           Share of certified buildings in property funds ⁴         %         69         68           Sustainable investment volume of Depot A proprietary investments         € bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564³         4,566³         4,566⁵           Germany         4,160         4,168         4,168         4,160         4,168           Proportion of women in Germany         %         39.3         39.4         19.1         1.1 </td <td>SUSTAINABLE PRODUCTS</td> <td></td> <td></td> <td></td>	SUSTAINABLE PRODUCTS			
Share of certified buildings in property funds⁴         %         69         68           Sustainable investment volume of Depot A proprietary investments         €bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564³         4,566³           Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING         SUSTAINABLE BANKING         8         11,687,971         11,224,875           Energy consumption⁵         kWh         20,530,250         20,816,390           Drinking water consumption ⁵         kWh         20,530,250         20,816,390           Paper consumption ⁵         kWh         23,55         261           Paper consumption ˆ         t         235         261           Paper consumption ˆ         t	Volume of sustainable retail funds	- <u></u>	3.1	4.1
Sustainable investment volume of Depot A proprietary investments         €bn         15.6         14.0           SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564 street         4,566 street         4,568 street         4,568 street         3,93         39.4         4,568 street         4,568 street         1,687 street         1,91         1         1,71         1,72         2,72         2,72	Managed capital in sustainable products (securities)		10.9	12.1
SUSTAINABLE HR MANAGEMENT           Number of employees         group-wide         4,564 <sup>5</sup> 4,566 <sup>5</sup> Germany         4,160         4,168           Proportion of women in Germany         %         39,3         39,4           Proportion of women in leadership positions in Germany         %         20,8         19,1           Part-time ratio in Germany         %         18,5         19,9           Turnover rate in Germany         %         4,2         4,4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse ga	Share of certified buildings in property funds <sup>4</sup>	%	69	68
Number of employees         group-wide         4,564 <sup>5</sup> 4,566 <sup>5</sup> Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629 <td>Sustainable investment volume of Depot A proprietary investments</td> <td>€bn</td> <td>15.6</td> <td>14.0</td>	Sustainable investment volume of Depot A proprietary investments	€bn	15.6	14.0
Number of employees         group-wide         4,564 <sup>5</sup> 4,566 <sup>5</sup> Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629 <td>CUSTAINABLE UP MANAGEMENT</td> <td></td> <td></td> <td></td>	CUSTAINABLE UP MANAGEMENT			
Proportion of women in Germany         4,160         4,168           Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emission		group-wide	4.564 <sup>5</sup>	4.566 <sup>5</sup>
Proportion of women in Germany         %         39.3         39.4           Proportion of women in leadership positions in Germany         %         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905				
Proportion of women in leadership positions in Germany         9         20.8         19.1           Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without 5 Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas emissions (total)         kg         10,444,562         9,386,646     <	Proportion of women in Germany	· ——————————		
Part-time ratio in Germany         %         18.5         19.9           Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas <sup>9</sup> emissions (total)         kg         10,444,562         9,386,646		· <del></del>	_	
Turnover rate in Germany         %         4.2         4.4           Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas <sup>9</sup> emissions (total)         kg         10,444,562         9,386,646		- <u>-                                  </u>	-	19.9
Financial cost of further training in Germany         €/employee         949         1,042           SUSTAINABLE BANKING           Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas <sup>9</sup> emissions (total)         kg         10,444,562         9,386,646		- <u> </u>	4.2	4.4
Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas emissions (total)         kg         10,444,562         9,386,646	Financial cost of further training in Germany	€/employee	949	1,042
Power consumption <sup>6</sup> kWh         11,687,971         11,224,875           Energy consumption <sup>6</sup> kWh         20,530,250         20,816,390           Drinking water consumption <sup>6</sup> m³         48,019         42,755           Volume of waste generated <sup>6</sup> t         235         261           Paper consumption <sup>7</sup> t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1) <sup>8</sup> kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg         3,641,129         3,213,905           Greenhouse gas emissions (total)         kg         10,444,562         9,386,646	SUSTAINABLE BANKING			
Drinking water consumption 6         m³         48,019         42,755           Volume of waste generated 6         t         235         261           Paper consumption 7         t         754         875           Business trips (group-wide, without S Broker)         km         23,115,859         23,965,660           Direct greenhouse gas emissions (scope 1)8         kg         1,770,629         1,760,145           Indirect greenhouse gas emissions (scope 2)8         kg         5,032,804         4,412,596           Other indirect greenhouse gas emissions (scope 3)8         kg         3,641,129         3,213,905           Greenhouse gas emissions (total)         kg         10,444,562         9,386,646    CORPORATE CITIZENSHIP		kWh	11,687,971	11,224,875
Volume of waste generated 6  Paper consumption 7  Business trips (group-wide, without S Broker)  Direct greenhouse gas emissions (scope 1) 8  Indirect greenhouse gas emissions (scope 2) 8  Other indirect greenhouse gas emissions (scope 3) 8  Greenhouse gas emissions (total)  CORPORATE CITIZENSHIP	Energy consumption <sup>6</sup>	kWh	20,530,250	20,816,390
Paper consumption 7  Business trips (group-wide, without S Broker)  Direct greenhouse gas emissions (scope 1)8  Indirect greenhouse gas emissions (scope 2)8  Other indirect greenhouse gas emissions (scope 3)8  Greenhouse gas emissions (total)  CORPORATE CITIZENSHIP	Drinking water consumption <sup>6</sup>		48,019	42,755
Business trips (group-wide, without S Broker) km 23,115,859 23,965,660  Direct greenhouse gas emissions (scope 1)8 kg 1,770,629 1,760,145  Indirect greenhouse gas emissions (scope 2)8 kg 5,032,804 4,412,596  Other indirect greenhouse gas emissions (scope 3)8 kg 3,641,129 3,213,905  Greenhouse gas 9 emissions (total) kg 10,444,562 9,386,646  CORPORATE CITIZENSHIP	Volume of waste generated <sup>6</sup>	t	235	261
Direct greenhouse gas emissions (scope 1)8 kg 1,770,629 1,760,145 Indirect greenhouse gas emissions (scope 2)8 kg 5,032,804 4,412,596 Other indirect greenhouse gas emissions (scope 3)8 kg 3,641,129 3,213,905 Greenhouse gas 9 emissions (total) kg 10,444,562 9,386,646  CORPORATE CITIZENSHIP	Paper consumption <sup>7</sup>	t	754	875
Indirect greenhouse gas emissions (scope 2) <sup>8</sup> kg 5,032,804 4,412,596  Other indirect greenhouse gas emissions (scope 3) <sup>8</sup> kg 3,641,129 3,213,905  Greenhouse gas emissions (total) kg 10,444,562 9,386,646  CORPORATE CITIZENSHIP	Business trips (group-wide, without S Broker)	km	23,115,859	23,965,660
Other indirect greenhouse gas emissions (scope 3)8 kg 3,641,129 3,213,905  Greenhouse gas emissions (total) kg 10,444,562 9,386,646  CORPORATE CITIZENSHIP	Direct greenhouse gas emissions (scope 1) <sup>8</sup>	kg	1,770,629	1,760,145
Greenhouse gas <sup>9</sup> emissions (total) kg 10,444,562 9,386,646  CORPORATE CITIZENSHIP	Indirect greenhouse gas emissions (scope 2) <sup>8</sup>	kg	5,032,804	4,412,596
CORPORATE CITIZENSHIP	Other indirect greenhouse gas emissions (scope 3) <sup>8</sup>	kg	3,641,129	3,213,905
· · · · · · · · · · · · · · · · · · ·	Greenhouse gas <sup>9</sup> emissions (total)	kg	10,444,562	9,386,646
Expenditure for foundations, donations and sponsoring €m 1.73 1.34	CORPORATE CITIZENSHIP			
	Expenditure for foundations, donations and sponsoring	• • • • • • • • • • • • • • • • • • •	1.73	1.34

- 1 Including S Broker AG & Co. KG
- 2 From 01.01. to 31.12.
  3 Last updated: Sustainalytics: 12.10.2017; MSCI: 26.08.2019; ISS-ESG: 31.05.2019; imug: 31.03.2019 (Sustainability Rating positive (BB), Mortgage Covered Bonds positive (BBB), Public Sector Covered Bonds positive (BBB)); see also section "Sustainable corporate governance".
- 4 See section "Sustainable products".
- 5 The 157 (2018:152) employees of S Broker are not included and are listed separately in section "Sustainable HR management".
- **6** Figures refer to the four buildings in Frankfurt am Main (excluding business trips and paper consumption).
- 7 Figures are available group-wide. Comprises: letter paper, pre-printed paper, envelopes, forms, copy paper (general office paper), promotional printed materials/publications.
- **8** Refers to the locations Frankfurt, Berlin and Leipzig
- **9** The GHG Protocol covers five other climate-relevant gases in addition to CO<sub>2</sub>: methane, nitrous oxide, sulphur hexafluoride and two groups of fluorocarbons ( $CO_{2e}$ )