

































GRI index

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|---|---------------------|
|  | Entirely fulfilled |
|  | Voluntary indicator |
|  | Immaterial |
|  | Partially fulfilled |
|  | Not reported |

| GRI-code | Application level | Status | Page/notes |
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| 5. Economic | | | |
| DMA EC | Management approach | | 110, 152 |
| EC1 | Direct economic value generated and distributed | | 140-141 |
| EC2 | Financial implications and other risks and opportunities for the organisation's activities due to climate change Risk management takes into account: heavy storms at ISE; damage to physical assets by natural hazards at the Singapore location; damages caused by natural hazard at DBAG; damages caused by fire and storms at Prague location; damages caused by natural hazards at Clearstream | | |
| EC3 | Coverage of the organisation's defined benefit plan obligations http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/15_Employees/30_Employee_benefits | | |
| EC4 | Significant financial assistance received from government (e.g. subsidies) None | | none |
| EC5 | Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation | | 150 |
| EC6 | Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation This indicator is not relevant for Deutsche Börse Group. As a service provider, Deutsche Börse Group rarely procures physical supplies | | |
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation | | 149 |
| EC8 | Infrastructure investments and services provided primarily for public benefit | | cover 3/4 |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts | | 140-141 |
| 6. Environmental | | | |
| DMA EN | Management approach | | 110, 152 |
| EN1 | Materials used by weight or volume | | 156 |
| EN2 | Percentage of materials used that are recycled input materials Contrary to producing companies, the materials used by Deutsche Börse Group mainly consist of office materials. The Group does not use recycled printer paper. The Group uses paper towels made of recycled paper. | | |
| EN3 | Direct energy consumption by primary energy source Renewable energy (biogas 2.810 gigajoule), non-renewable energy (natural gas 70.324 gigajoule) | | |
| EN4 | Indirect energy consumption by primary energy source | | 156 |
| EN5 | Energy saved due to conservation and efficiency improvements | | 154-155 |
| EN6 | Initiatives to provide more energy-efficient or renewable energy-based products and services | | 154 |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved | | 154-155 |
| EN8 | Total water withdrawal by source | | 156 |
| EN11 | Location and size of land used in protected areas This indicator is not relevant for Deutsche Börse Group. Biodiversity is not affected negatively by the operations of an exchange. Deutsche Börse Group's operations are not located in areas with a high biodiversity. | | |
| EN12 | Impacts of operations on biodiversity This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity and species with extinction risk. | | |
| EN13 | Habitats protected or restored This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity and species with extinction risk. | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight | | 156 |
| EN17 | Other relevant indirect greenhouse gas emissions Other relevant indirect greenhouse gas emissions for Deutsche Börse Group are travel-based | | 156 |
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved | | 154-155 |
| EN19 | Emissions of ozone-depleting substances by weight This indicator is not relevant for Deutsche Börse Group. The Group does not emit any ozone-depleting substances. | | |

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| EN20 | NOx, SOx and other air emissions This indicator is not relevant for Deutsche Börse Group. The Group's operations generate no significant emissions of NOx, SOx and other air pollutants | | |
| EN21 | Water discharge by quality and destination 59,474 m³(household wastewater/ local wastewater systems with discharge into the respective sewage treatment plants) | | |
| EN22 | Total weight of waste by type and disposal method Total waste: 789 tonnes (organic: 197 tonnes; paper: 158 tonnes; other: 433 tonnes) | | |
| EN23 | Spills of hazardous substances This indicator is not relevant for Deutsche Börse Group. As an exchange organization, the Group's operations are office-based and do not constitute any risks of significant spills of hazardous substances | | |
| EN26 | Initiatives to mitigate environmental impact of products and services and extent of impact mitigation This indicator is not relevant for Deutsche Börse Group. As a financial service provider, the Group's products have no environmental impact. | | |
| EN27 | Reclaimed packaging materials This indicator is not relevant for Deutsche Börse Group. As an exchange organisation, Deutsche Börse Group mainly provides financial and data products without packaging materials. | | |
| EN28 | Fines/ sanctions for non-compliance with environmental laws and regulations There were no cases of non-compliance with environmental laws and regulations during the reporting period. No fines were paid. | | |
| Social: labour practices and decent work | | | |
| DMA LA | Management approach | | 110, 152 |
| LA1 | Total workforce by employment type, employment contract, and region broken down by gender total number of permanent contracts: 98 % | | 148-151, 193 |
| LA2 | Total number and rate of employee turnover by age group, gender, and region | | 151, 193 |
| LA4 | Percentage of employees covered by collective bargaining agreements | | 151 |
| LA5 | Minimum notice period(s) regarding significant operational changes, including the specification in collective agreements The minimum notice period in Germany is usually three months prior to the end of the quarter; in Luxembourg, it depends on the length of the period of employment (up to 5 years = 1 month, between 5 and 10 years = 2 months, above 10 years = 3 months); in Prague, it is 2 months. The involvement of employee representatives and works councils regarding operational changes varies depending on the location. As a rule, the involvement of employee representatives is regulated by law. The process ensures the involvement of employees, as, initially, an information and consultation process is provided and if there is an organisational change, a negotiation on the balance of interests is conducted. | | |
| LA6 | Percentage of total workforce represented in health and safety committees that monitor and advise on occupational health and safety programs Health and safety committee:Frankfurt/Eschborn: 8 employees; Luxembourg: 4 employees | | |
| LA7 | Injuries, occupational diseases, lost days, and absenteeism as well as number of work-related fatalities by region and gender Frankfurt/Eschborn: 0 work-related injuries; Luxembourg: 4 work-related injuries (no serious injuries) 0 work-related fatalities | | |
| LA8 | Programmes regarding serious diseases Many requirements are regulated by law, such as eye exams at work stations. In addition, we offer various measures to prevent stress and burnout. We have a wide range of work-life balance offers (i.e. anti-stress management) but also seminars and trainings with the aim to counter burnout. | | |
| LA9 | Health and safety topics covered in formal agreements with trade unions This indicator is not relevant for deutsche Börse Group (due to the nature of our business as an exchange organisation) | | |
| LA10 | Hours of training per employee by gender and by employee category Training days per employee: executives 1.6 (1.5 male; 2.1 female); staff 2.2 (2.2 male; 2.3 female) | | 151, 194 |
| LA11 | Programmes for skills management and lifelong learning | | 150 |
| LA12 | Percentage of employees receiving regular performance and career development reviews, by gender In all locations: 95.3% (not distinguished according to gender) | | |
| LA13 | Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity 18 Supervisory Board members: 14 male/4 female, age 40-49 (1)/age +50 (17); 7 Executive Board members: 6 male/1 female , age 40-49 (1)/age +50 (6) | | |
| LA14 | Ration of basic salary of women to men by employee category | | 149 |
| LA15 | Return to work and retention rates after parental leave, by gender | | 149 |
| Social: human rights | | | |
| DMA HR | Management approach | | 110, 152 |
| HR1 | Investment agreements that include human rights clauses or have undergone human rights screening 90.51% | | |
| HR2 | Percentage of significant suppliers, contractors, and other business partners that have undergone screening on human rights, and actions taken 90.51% | | |
| HR3 | Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations | | 151 |
| HR4 | Total number of incidents of discrimination and actions taken There were no incidents of discrimination at Deutsche Börse Group during the reporting period | | |
| HR5 | Freedom of association/collective bargaining | | 80, 155 |
| HR6 | Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour. | | 80, 155 |
| HR7 | Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour. | | 80, 155 |
| HR10 | Percentage and total number of operations that have been subject to human rights reviews A process is currently being set up. It is planned to report this indicator in the future. | | |
| HR11 | Number of grievances related to human rights filed, addressed, and resolved A process is currently being set up. There are plans to report this indicator in the future. | | |
| Social: society | | | |
| DMA SO | Management approach | | 110, 152 |

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|---------------------------------------|---|---|----------|
| SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs |  | 61-63 |
| SO2 | Percentage and total number of business units analysed for risks related to corruption 100% |  | |
| SO3 | Percentage of employees trained in organisation's anti-corruption policies and procedures 100% |  | |
| SO4 | Actions taken in response to incidents of corruption There were no incidents of corruption during the reporting period neither involving Deutsche Börse Group nor its employees or business partners |  | |
| SO5 | Public policy positions and participation in public policy development and lobbying |  | 181-185 |
| SO6 | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country None/ Exception: PAC of the US-based subsidiary ISE |  | |
| SO7 | Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcome |  | 299-301 |
| SO8 | Sanctions for non-compliance with laws and regulations |  | 299-301 |
| SO9 | Operations with significant potential or actual negative impacts on local communities This indicator is not relevant for Deutsche Börse Group. The Group's operations are office-based and therefore had no negative impacts on local communities |  | |
| SO10 | Prevention and mitigation measures This indicator is not relevant for Deutsche Börse Group. The Group's operations are office-based and therefore had no negative impacts on local communities |  | |
| Social: product responsibility | | | |
| DMA PR | Management approach |  | 110, 152 |
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed As an exchange organisation, Deutsche Börse Group mainly provides financial and data products and services which do not present any significant health and safety impacts |  | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements There are no information requirements on social or ecological impact for products or services provided by Deutsche Börse Group |  | |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes There were no incidents of non-compliance with regulations and voluntary codes concerning product and service information during the reporting period. |  | |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction Factsheet Customer Service: http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/20_Economy/13_Stakeholder_Dialogue |  | |
| PR6 | http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/15_Employees/10_code_of_ethics |  | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes A process is currently being set up to report the indicator in the future. |  | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 0 cases |  | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services |  | 299-301 |