

Deutsche Börse Group

Key figures: workforce and employee benefits

As at 31 December 2018

Employees by country/region

| | 31 Dec 2018 | | |
|----------------|--------------|--------------|--------------|
| | Total | Male | Female |
| Germany | 2,689 | 1,661 | 1,028 |
| Luxembourg | 1,077 | 648 | 429 |
| Czech Republic | 890 | 563 | 327 |
| Ireland | 404 | 176 | 228 |
| United Kingdom | 208 | 134 | 74 |
| Rest of Europe | 312 | 194 | 118 |
| America | 184 | 135 | 49 |
| Asia | 201 | 98 | 103 |
| Total | 5,964 | 3,609 | 2,355 |

Employees by segment

| | 31 Dec 2018 |
|--------------------------------|--------------|
| Eurex (financial derivatives) | 1,265 |
| EEX (commodities) | 725 |
| 360T (foreign exchange) | 253 |
| Xetra (cash equities) | 488 |
| Clearstream (post-trading) | 1,767 |
| IFS (investment fund services) | 752 |
| GSF (collateral management) | 242 |
| STOXX (index business) | 197 |
| Data | 275 |
| Total | 5,964 |

Joiners and leavers by gender in 2018

| | Joiners | | | Leavers | | |
|-----------------------------|------------|------------|------------|------------|------------|------------|
| | Male | Female | Total | Male | Female | Total |
| Deutsche Börse AG | | | | | | |
| All locations | 66 | 54 | 120 | 47 | 22 | 69 |
| Deutsche Börse Group | | | | | | |
| Germany | 156 | 90 | 246 | 81 | 46 | 127 |
| Luxembourg | 56 | 40 | 96 | 44 | 32 | 76 |
| Czech Republic | 110 | 67 | 177 | 72 | 45 | 117 |
| Ireland | 52 | 36 | 88 | 17 | 16 | 33 |
| Other locations | 120 | 70 | 190 | 95 | 59 | 154 |
| All locations | 494 | 303 | 797 | 309 | 198 | 507 |

Joiners and leavers by age in 2018

| | Joiners | | | | Leavers | | | |
|-----------------------------|----------------|------------|-----------|--------------------|----------------|------------|-----------|--------------------|
| | Under 30 years | 30–39 | 40–49 | 50 years and older | Under 30 years | 30–39 | 40–49 | 50 years and older |
| Deutsche Börse AG | | | | | | | | |
| All locations | 55 | 46 | 15 | 4 | 9 | 23 | 23 | 14 |
| Deutsche Börse Group | | | | | | | | |
| Germany | 104 | 102 | 29 | 11 | 27 | 59 | 28 | 13 |
| Luxembourg | 39 | 41 | 12 | 4 | 20 | 35 | 16 | 5 |
| Czech Republic | 86 | 71 | 19 | 1 | 44 | 62 | 10 | 1 |
| Ireland | 69 | 12 | 4 | 3 | 16 | 13 | 3 | 1 |
| Other locations | 74 | 59 | 32 | 25 | 50 | 49 | 35 | 21 |
| Total | 372 | 285 | 96 | 44 | 157 | 218 | 91 | 41 |

Key figures on parental leave

| | Entered parental leave in 2018 | | Returned from parental leave in 2018 | | Multiple-year return ratio ¹⁾ | |
|----------------------|--------------------------------|--------|--------------------------------------|--------|--|----------|
| | Male | Female | Male | Female | Male % | Female % |
| Deutsche Börse AG | 31 | 20 | 32 | 22 | 100 | 100 |
| Deutsche Börse Group | 76 | 100 | 82 | 87 | 99 | 95 |

1) Employees whose parental leave ended in 2018, and who remained with the company

Total expenses for employee benefits

| | Lunch allowance € thous. | Childcare € thous. | Sports and leisure € thous. | Accident insurance € thous. | Savings plans € thous. | Travel expenses € thous. |
|-----------------------------|-----------------------------|-----------------------|--------------------------------|--------------------------------|---------------------------|-----------------------------|
| Deutsche Börse AG | | | | | | |
| All locations | 2,317.9 | 574.7 | 47.2 | 147.3 | 534.2 | 641.6 |
| Deutsche Börse Group | | | | | | |
| Germany | 3,915.4 | 895.8 | 75.9 | 270.9 | 847.9 | 1,042.0 |
| Luxembourg | 1,747.4 | 0 | 8.6 | 111.3 | 0 | 116.6 |
| Czech Republic | 728.2 | 26.9 | 220.0 | 28.7 | 1,159.6 | 202.7 |
| Ireland | 268.2 | 0 | 34.4 | 18.8 | 0 | 0 |

Key figures on staff training in 2018

| | Deutsche Börse AG | | | Deutsche Börse Group | | |
|---|-------------------|--------|--------|----------------------|--------|---------|
| | Male | Female | Total | Male | Female | Total |
| Average number of training days per employee | 3.2 | 3.1 | 3.2 | 2.9 | 2.8 | 2.9 |
| Average number of training days per FTE ¹⁾ | 3.4 | 3.7 | 3.5 | 3.0 | 3.3 | 3.1 |
| Number of hours | 24,609 | 13,564 | 38,173 | 84,902 | 52,313 | 137,215 |
| thereof managers | % | 6.1 | 6.1 | 7.4 | 2.7 | 5.6 |
| thereof employees | % | 93.9 | 93.9 | 92.6 | 97.3 | 94.4 |

1) FTE = full-time equivalent

Key data on Deutsche Börse Group's workforce as at 31 December 2018 (part 1)

| | Deutsche Börse AG | | Deutsche Börse Group | | | |
|---|-------------------|------------|----------------------|--------------|------------|------------|
| | All locations | | Germany | | Luxembourg | |
| | Male | Female | Male | Female | Male | Female |
| Employees | 947 | 555 | 1,661 | 1,028 | 648 | 429 |
| 50 years and older | 329 | 126 | 500 | 225 | 198 | 89 |
| 40–49 years | 273 | 139 | 474 | 265 | 258 | 173 |
| 30–39 years | 264 | 197 | 523 | 388 | 148 | 111 |
| Under 30 years | 81 | 93 | 164 | 150 | 45 | 56 |
| Average age | 44 | 40 | 43 | 40 | 44 | 41 |
| Full-time equivalents | 917 | 408 | 1,603 | 720 | 623 | 278 |
| Senior and middle management | 101 | 15 | 159 | 25 | 62 | 11 |
| Junior management | 80 | 22 | 114 | 36 | 56 | 17 |
| Staff | 736 | 371 | 1,330 | 659 | 505 | 250 |
| Part-time employees | 30 | 147 | 58 | 307 | 25 | 151 |
| Senior and middle management | 0 | 0 | 2 | 0 | 0 | 2 |
| Junior management | 1 | 4 | 1 | 4 | 0 | 9 |
| Staff | 29 | 143 | 55 | 303 | 25 | 140 |
| Disabled employees | 20 | 13 | 37 | 27 | 3 | 1 |
| Proportion of graduates (%) ¹⁾ | 65 | 35 | 65 | 35 | 61 | 39 |
| Apprentices | 8 | 7 | 8 | 7 | 0 | 0 |
| Interns and students | 84 | 78 | 126 | 116 | 12 | 12 |
| Length of service | | | | | | |
| Under 5 years (%) | 45 | 47 | 44 | 44 | 26 | 31 |
| 5–15 years (%) | 22 | 21 | 26 | 26 | 21 | 26 |
| Over 15 years (%) | 33 | 32 | 30 | 30 | 52 | 43 |
| Staff turnover | | | | | | |
| Joiners | 66 | 54 | 156 | 90 | 56 | 40 |
| Leavers | 47 | 22 | 81 | 46 | 44 | 32 |
| Training days per staff member | 3.25 | 3.06 | 3.06 | 2.71 | 3.38 | 3.54 |
| Promotions | 52 | 30 | 77 | 49 | 40 | 31 |
| Employees covered by collective bargaining agreements | 821 | 511 | 1226 | 820 | 573 | 414 |

1) This figure is calculated on the basis of the number of employees holding a degree from a university, university of applied sciences or university of cooperative education; it also includes employees who have completed comparable studies outside Germany.

Key data on Deutsche Börse Group's workforce as at 31 December 2018 (part 2)

| | Deutsche Börse Group | | | | | | Total (part 1 and 2) |
|---|----------------------|------------|------------|------------|-----------------|------------|-------------------------|
| | Czech Republic | | Ireland | | Other locations | | |
| | Male | Female | Male | Female | Male | Female | |
| Employees | 563 | 327 | 176 | 228 | 560 | 344 | 5,964 |
| 50 years and older | 16 | 9 | 14 | 7 | 104 | 43 | 1,205 |
| 40–49 years | 104 | 45 | 47 | 55 | 161 | 75 | 1,656 |
| 30–39 years | 339 | 195 | 55 | 123 | 202 | 157 | 2,241 |
| Under 30 years | 104 | 78 | 60 | 43 | 93 | 69 | 862 |
| Average age | 35 | 34 | 35 | 36 | 40 | 37 | 40 |
| Full-time equivalents | 561 | 307 | 175 | 210 | 546 | 316 | 5,340 |
| Senior and middle management | 5 | 1 | 4 | 1 | 34 | 3 | 306 |
| Junior management | 44 | 14 | 15 | 5 | 18 | 16 | 335 |
| Staff | 512 | 292 | 156 | 204 | 494 | 297 | 4,699 |
| Part-time employees | 2 | 20 | 1 | 18 | 14 | 28 | 624 |
| Senior and middle management | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Junior management | 0 | 0 | 0 | 0 | 0 | 0 | 14 |
| Staff | 2 | 20 | 1 | 18 | 14 | 28 | 606 |
| Disabled employees | 1 | 1 | 0 | 0 | 0 | 0 | 70 |
| Proportion of graduates (%) ¹⁾ | 62 | 38 | 50 | 50 | 63 | 37 | 73 |
| Apprentices | 0 | 0 | 0 | 0 | 0 | 0 | 15 |
| Interns and students | 7 | 17 | 0 | 0 | 0 | 0 | 290 |
| Length of service | | | | | | | |
| Under 5 years (%) | 62 | 60 | 58 | 33 | 60 | 57 | 46 |
| 5–15 years (%) | 38 | 40 | 36 | 56 | 32 | 37 | 30 |
| Over 15 years (%) | 0 | 0 | 6 | 11 | 8 | 6 | 24 |
| Staff turnover | | | | | | | |
| Joiners | 110 | 67 | 52 | 36 | 120 | 70 | 797 |
| Leavers | 72 | 45 | 17 | 16 | 95 | 59 | 507 |
| Training days per staff member | 3.19 | 2.65 | 3.96 | 2.81 | 1.52 | 2.12 | 2.88 |
| Promotions | 56 | 35 | 15 | 16 | 9 | 12 | 340 |
| Employees covered by collective bargaining agreements | 0 | 0 | 0 | 0 | 0 | 0 | 3,033 |

1) This figure is calculated on the basis of the number of employees holding a degree from a university, university of applied sciences or university of cooperative education; it also includes employees who have completed comparable studies outside Germany.