

Privacy Notice Career Website

Within the scope of this privacy notice, Deutsche Börse and the corresponding entity whose job offers you are interested in (hereinafter “**we**”, “**us**”, “**our**”) inform you about how we process your personal data.

Your personal data is any information that directly or indirectly relates to you, such as your name and contact details, and can therefore be used to identify you.

We pay particular attention to the processing of personal data in accordance with the General Data Protection Regulation EU 2016/679 ("GDPR") and applicable national data protection laws.

1 Controller

1.1 Our identity and contact details

The responsible data controller (hereinafter “**controller**”) in the respective instance is the corresponding entity whose job offer you are interested in, to which you send a direct application, or as defined in your employment contract.

The respective Deutsche Börse Group¹ entity can be contacted via Deutsche Börse Group’s central human resources department, Mergenthalerallee 61, 65760 Eschborn, Germany.

E-mail: Careers@deutsche-boerse.com, Landline: +49 69 211 - 1 18 10

1.2 Contact details of our data protection officer

Our data protection officer is:

Data Protection Officer of Deutsche Börse AG
Deutsche Börse AG
60485 Frankfurt am Main

dataprotection@deutsche-boerse.com

2 Purpose, categories of personal data, legal basis and retention

2.1 Categories of your personal data and purposes of our processing

We process the following categories of your personal data for the following purposes:

2.1.1 General contact through e-mail, chat, mail or phone

We collect and process the personal information provided to us by you when using our chat feature or contacting us directly. This, in particular, includes names and contact data such as addresses, phone number or email address, as well as the date and reason for contact. In such cases, the collected personal data will be used to answer and/or fulfil your request. The legal basis is Art. 6 para. 1 lit. (f) GDPR, which permits the processing of personal data for the

¹ <https://www.deutsche-boerse.com/dbg-en/our-company/contact/addresses>

This privacy notice does not apply to the following entities which have a separate career portal: Axioma, European Energy Exchange, European Commodity Clearing, 360T, Quantitative Broker, Qontigo

purpose of our legitimate interest in processing and answering your enquiry. Your personal data processed in this regard will be stored by us for as long as necessary to keep up the communication, to process your request and meet the legal criteria for statutory retention periods.

2.1.2 Applications

For information on the application process, please refer directly to the privacy notice on our careers website. The sole responsible controller is the relevant Deutsche Börse Group company to which you apply.

2.2 Do you have to provide your personal data to us?

The disclosure of your personal data is necessary in order to contact us directly. This means that you are required to provide us with your personal data as part of a user registration process when you use these options.

If you do not provide us with the personal data required for the provision of a particular service, it may render you unable to use this service.

2.3 Do we make automated decisions on you?

We do not make any automated decisions solely on automatic processing, including profiling, which produces legal effects concerning you. or similarly significantly affects you.

2.4 Retention period

The retention periods for personal data depend on the purpose of the processing. If not described otherwise, we will retain the data mentioned in figure 2.1 and following as long as (i) it is needed for the purpose in question and/or (ii) it is required in accordance with the applicable statutory retention laws.

3 Transfer of personal data to third parties

We will not transfer your personal data to third parties, excepting the case that such transfer is permitted by law or you have explicitly consented to the transfer.

We may transfer your personal data to public authorities where this is required by the applicable law (e.g. the German Stock Exchange Act (*Börsengesetz*) or the German Securities Trading Act (*Wertpapierhandelsgesetz*)). A transfer of your personal data is also permitted if there is a suspicion of a criminal offence or the abuse of the services offered on our website. In this event, we shall be entitled to transfer your personal data to the criminal prosecution authority.

Otherwise, your personal data will be stored exclusively in our database and on our servers, or on those of our commissioned data processing providers. We will only share your personal data with other controllers for their own purposes such as cooperation or advertising partners under the condition that you explicitly and voluntarily agreed to such a transfer; in this case, we will obtain your consent separately from this notice.

The recipients to whom we transfer your personal data may be located in countries whose data protection laws do not match the level of protection of your country of residence. In such cases,

we take measures to ensure adequate and appropriate assurances for the protection of your personal data elsewhere.

Under these conditions, recipients of your personal data may be, for example:

- public bodies and institutions under a legal or regulatory obligation (e. g. financial authorities)
- Other companies and service providers (data processors) and vicarious agents in the following areas:
 - Telecommunications provider
 - Chat-functions provider
 - Career/application-platform provider

4. Cookies

When you visit the website, information is stored on your terminal device in the form of a "cookie." Cookies are small files that are stored on your terminal device and save certain settings and data from your exchange with our websites via your browser.

For example, cookies enable us to tailor a website to better match your interests or to store your password so that you do not have to re-enter it for every visit. Generally, we never collect personal data via cookies, unless you have given us your express permission to do so.

If you do not want us to recognize your terminal device, please configure your Internet browser to erase all cookies from your device, to block all cookies or to receive a warning before a cookie is stored. You will find brief instructions on how to do this below.

Please note that certain functions of our website may not work, or not correctly, without cookies.

a. Types of cookies

Cookies can be assigned to four categories, depending on their function and intended purpose: necessary cookies, performance cookies, functional cookies, and cookies for marketing purposes.

i. Necessary cookies

... are needed for you to navigate within websites and operate basic website functions, such as the issuance of anonymous session IDs for bundling several related queries to a server.

ii. Performance cookies

... collect information on the usage of our websites, including for example the Internet browsers and operating systems used, the domain name of the website which you previously visited, the number of visits, average duration of visit, and pages called up. These cookies do not store any information that would make it possible to personally identify the user. The information

collected with the aid of these cookies is aggregated and therefore anonymous. Performance cookies serve the purpose of improving the user friendliness of a website and therefore enhancing the user's experience. You can block the use of such cookies by creating an exclusion cookie (see "managing cookies" below).

iii. Functional cookies

... enable a website to store information the user has already entered (such as user ID, language selection, or the user's location), in order to offer optimised, personalised functions to the user. Functional cookies are also used to enable requested functions such as playing videos and allow a user to block or disable a certain function (e.g. web analysis) – "opt-out cookies".

iv. Cookies for marketing purposes

... are used to offer relevant content to users, based on their specific interests. They are also used to limit the display frequency of an ad and to measure and control the effectiveness of advertising campaigns. They register whether users have visited a website or not, and which contents were accessed. This information may possibly also be shared with third parties such as advertisers. These cookies are often linked to the functions of third-party websites. You can block the use of such cookies by creating an opt-out cookie (see "Managing cookies" below).

b. Cookies on our website and our online platform:

Necessary cookies

Name	Domain	Expiration	Description
overlayNavButtonAnimationSeenExpiring_*	karriere.deutsche-boerse.com	1 hour	stores that the user has already seen the animation for the overlay navigation.
hide_announcement_teaser_*	karriere.deutsche-boerse.com	Session	stores that the user has hidden the announce-

Name	Domain	Expiration	Description
			ment teaser.
saveHintDisabled_*	karriere.deutscheboerse.com	Session	stores that the user does not want the website to remember previously typed content.
sidebarHintDisabled_*	karriere.deutscheboerse.com	Session	stores that the user wishes the hint in the search sidebar to be hidden.

Performance cookies

Name	Domain	Expiration	Description
_pk_testcookie	talentsconnect.matomo.cloud	1 second	determines whether the browser supports cookies, and then immediately deleted.
_pk_id.	talentsconnect.matomo.cloud	13 months	identifies users, checks if a session is already active and calculates cross-session metrics such as number of visits to target completion, number of visits or days since last visit.
_pk_ses.	talentsconnect.matomo.cloud	30 minutes	If the cookie is not available and the last recorded visit to the website dates back more

Name	Domain	Expiration	Description
			than 30 days, the visitor counter in the pk_id cookie is increased.

Unclassified cookies

Name	Domain	Expiration	Description
mapsEnabled_*	karriere.deutsche-boerse.com	Session	The cookie stores the user's consent to the display of the map by Google Maps.

You can change your cookie settings at any time by clicking on the "Cookies Manager" link. You can then set the available sliders to "On" or "Off" and then click "Save and close". You may need to refresh your page for your settings to take effect.

Please note: If you use our website with a mobile device, some cookies mentioned may not necessarily be used.

c. Manage cookies

Listed below you will find links directing you to pages that provide detailed information on the deactivation process of cookies in the most common browsers.

Mozilla Firefox (<https://support.mozilla.org/de/kb/cookies-loeschen-daten-von-websites-entfernen>)

Internet Explorer (<https://support.microsoft.com/de-de/help/17442/windows-internet-explorer-delete-manage-cookies>)

Google Chrome (<https://support.google.com/accounts/answer/61416?hl=de>)

Safari (<https://support.apple.com/de-de/guide/safari/sfri11471/mac>)

5. Usage of Matomo

Subject to your consent, we use Matomo (formerly known as PIWIK) to analyse your visit on our website. Matomo is an open-source tool for web analytics. During its use, none of your data will be sent to servers outside our control.

Matomo also uses cookies which are stored on the hard drive of your PC and give us no clue whatsoever on your identity.

Provided your consent to the analysis via Matomo, the following data will be processed:

- (1) 2 bytes of the IP address of the user's calling system.
- (2) The accessed web page
- (3) The web page from which the user has reached the accessed web page (referrer)
- (4) The subpages that are called up from the called-up website
- (5) The time spent on the website
- (6) The frequency with which the web page is accessed

The software solely runs on our servers, which is the sole place of storage for your personal data. That data will not be transferred.

6 Your rights

Under applicable data protection laws, you have the right

- of access to, rectification of, and/or erasure of your personal data;
- to restrict or object to its processing;
- to inform us that you do not wish to receive marketing information; and
- (in some circumstances) to demand certain parts of your personal data to be transferred to you or a third party, which you can exercise by contacting us at the details set out in section 1.

To the extent our processing of your personal data is based on your consent, you also have the right to withdraw your consent, without affecting the lawfulness of our processing based on your consent before its withdrawal.

To exercise your rights, you can contact us as set out in Section 1. You may also lodge a complaint about our processing of your personal data with a data protection authority.

*** Version 1.0