

Employment key figures for Deutsche Börse Group

Key data on Deutsche Börse Group's workforce as of 31 December 2024 (part 1)

	Deutsche Börse AG				Deutsche Börse Group											
	All Locations				Germany				Czech Republic				Luxembourg			
	M	F	O	U	M	F	O	U	M	F	O	U	M	F	O	U
Employees (Headcount)¹	1902	1025	2	1	2487	1612	-	2	927	586	2	1	794	510	-	-
71 years and older	-	-	-	-		1	-	-		1	-	-	-	-	-	-
51–70 years	480	175	-	-	677	322	-	1	56	18	-	-	273	124	-	-
30–50 years	1202	670	-	1	1539	1040	-	1	700	401	-	1	435	323	-	-
Under 30 years	219	180	2	-	271	249	-	-	171	166	2	-	86	63	-	-
Average age ²	42	39	-	-	43	40	-	-	38	35	25	-	44	42	-	-
Employee classification																
Full-time employees	1847	839	2	1	2372	1200	-	2	912	520	2	1	757	378	-	-
Part-time employees	55	186	-	-	115	412	-	-	15	66	-	-	37	132	-	-
Length of service																
Under 5 years	807	507	2	1	997	741	-	1	473	369	2	1	291	194	-	-
5–15 years	712	333	-	-	890	522	-	-	399	202	-	-	209	134	-	-
Over 15 years	383	185	-	-	600	349	-	1	55	15	-	-	294	182	-	-
Staff turnover																
Joiners	213	169	2	-	301	219	-	-	148	134	2	-	61	42	-	-
Leavers	97	85	-	-	144	121	-	-	61	52	-	-	54	34	-	-
... Voluntary Leavers	58	67	-	-	85	89	-	-	41	29	-	-	27	19	-	-

1) Headcounts are based on gender self-identification (i.e., male, female, other, undisclosed) of employees. Due to rounding, headcounts per gender do not always add up to the total.

2) Average age for gender categories O and U is not displayed due to data privacy reasons.

Key data on Deutsche Börse Group's workforce as of 31 December 2024 (part 2)

Deutsche Börse Group

	United Kingdom				Ireland				USA				Other Locations				Total (part 1 and 2)
	M	F	O	U	M	F	O	U	M	F	O	U	M	F	O	U	
	Employees (Headcount)³	499	221	-	-	300	303	-	-	853	438	-	7	3402	2535	1	
71 years and older	1	-	-	-	-	-	-	-	1	2	-	-	2	3	-	-	11
51–70 years	125	25	-	-	23	14	-	-	196	108	-	3	340	157	-	-	2462
30–50 years	306	154	-	-	165	207	-	-	490	224	-	1	1997	1346	-	11	9340
Under 30 years	67	42	-	-	112	82	-	-	166	104	-	3	1064	1029	1	4	3682
Average age	42	38	-	-	36	37	-	-	41	41	-	40	36	34	-	35	39
Employee classification																	
Full-time employees	489	209	-	-	298	270	-	-	850	431	-	7	3360	2443	1	13	14515
Part-time employees	10	12	-	-	2	33	-	-	3	7	-	-	42	92	-	2	980
Length of service																	
Under 5 years	257	122	-	-	185	120	-	-	443	249	-	5	2347	1819	1	8	8624
5–15 years	198	81	-	-	64	93	-	-	321	128	-	1	779	530	-	7	4558
Over 15 years	44	18	-	-	51	90	-	-	89	61	-	1	277	186	-	-	2313
Staff turnover																	
Joiners	63	41	-	-	78	47	-	-	106	74	-	-	837	673	-	9	2835
Leavers	62	37	-	-	44	29	-	-	125	80	-	1	453	341	-	3	1641
... Voluntary Leavers	29	25	-	-	41	26	-	-	71	58	-	-	341	262	-	3	1146

3) Headcounts are based on gender self-identification (i.e., male, female, other, undisclosed) of employees. Due to rounding, headcounts per gender do not always add up to the total.

Training hours in 2024

	M	F	O	U	Training Hours	Training Days
Total⁴	193,961	140,229	40	111	334,340	42,864
Average per HC	21.6	23.4	36.7	5.2	22.3	2.9
Average per FTE	21.9	24.8	36.7	5.3	23.0	2.9

4) Headcounts are based on gender self-identification (i.e., male, female, other, undisclosed) of employees.

Additional HR KPIs

	Measurement	2024
Absentee rate	%	2.9
Disability rate (Germany)	%	2.1
Internal Movers	%	20.7
Voluntary Employee Turnover Rate	%	7.7
Trainings costs per FTE	€/ FTE	526
Employees covered by bargaining agreements	%	31.4

Joiners and leavers by gender in 2024

	Joiners					Leavers				
	M	F	O	U	Total	M	F	O	U	Total
Deutsche Börse AG										
All locations	213	169	2	-	384	97	85	-	-	182
Deutsche Börse Group										
Germany	301	219	-	-	520	144	121	-	-	265
Czech Republic	148	134	2	-	284	61	52	-	-	113
Luxembourg	61	42	-	-	103	54	34	-	-	88
UK	63	41	-	-	104	62	37	-	-	99
Ireland	78	47	-	-	125	44	29	-	-	73
USA	106	74	-	-	180	125	80	-	1	206
Other locations	837	673	-	9	1519	453	341	-	3	797
Total⁵	1594	1230	2	9	2835	943	694	-	4	1641

5) Headcounts are based on gender self-identification (i.e., male, female, other, undisclosed) of employees.

Joiners and leavers by age in 2024

	Joiners				Leavers			
	Under 30 years	30–50 years	51–70 years	71 years and older	Under 30 years	30–50 years	51–70 years	71 years and older
Deutsche Börse AG								
All locations	145	227	12	-	32	115	35	--
Deutsche Börse Group								
Germany	201	301	18	-	46	174	45	-
Czech Republic	129	150	5	-	37	74	2	-
Luxembourg	40	59	4	-	20	47	21	-
UK	39	55	10	-	13	62	24	-
Ireland	68	56	1	-	32	35	6	-
USA	81	77	22	-	52	112	40	2
Other locations	894	589	36	-	368	369	59	1
Total	1452	1287	96	-	568	873	197	3

Key figures on parental leave in 2024

	Entered parental leave in 2024		Returned from parental leave in 2024		Multiple-year return ratio ⁶	
	Male	Female	Male	Female	Male	Female
Deutsche Börse AG	28	62	34	36	91%	92%
Deutsche Börse Group	132	166	133	120	97%	93%

6) Employees whose parental leave ended in 2024 and who have remained within the company.