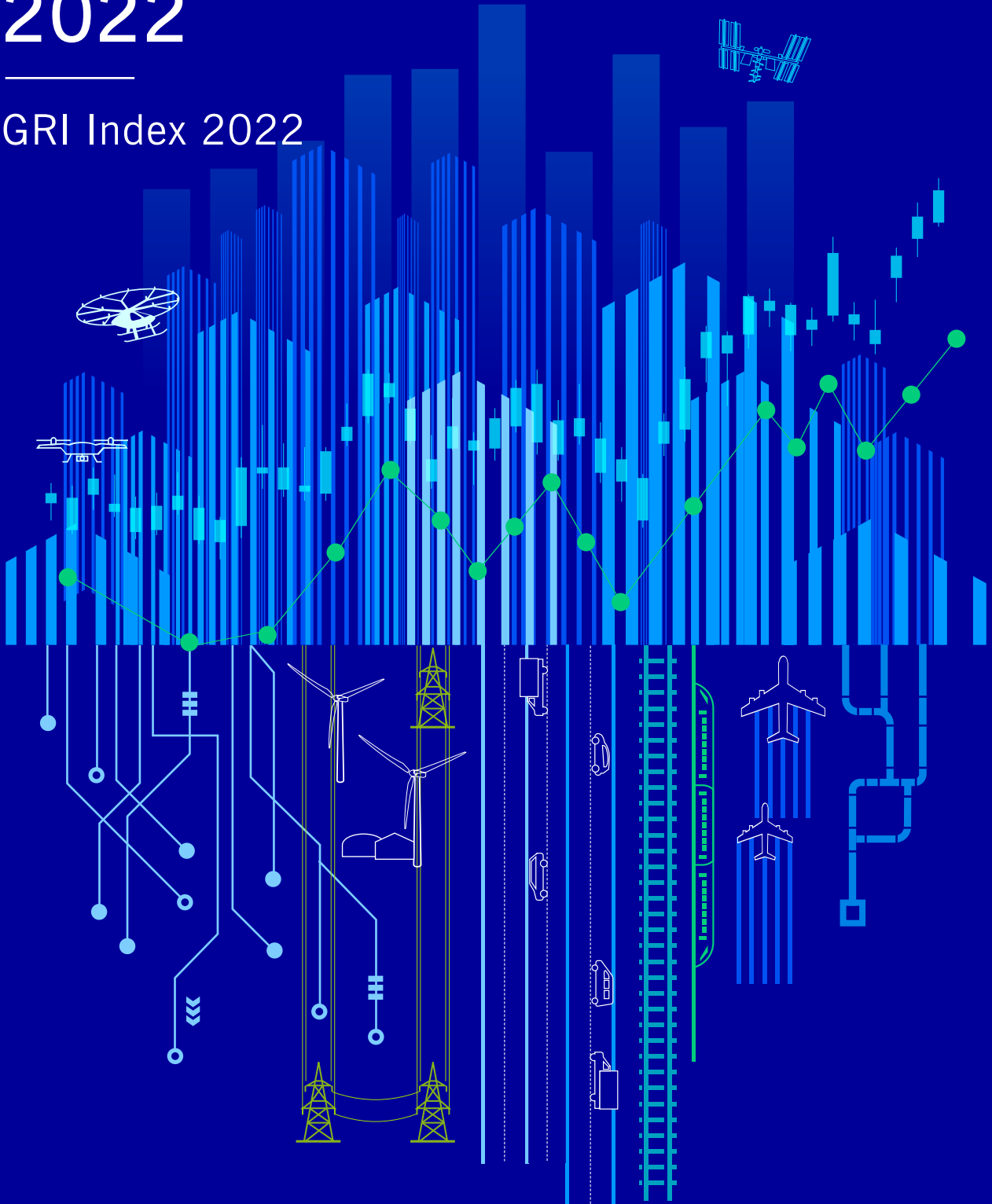




Deutsche Börse Group

Annual report 2022

GRI Index 2022



This report was prepared “in accordance” with the GRI Standards 2021

GRI-Indicator	Section/comment	Assurance provided	Omissions
GRI 1: Foundation 1			
Explanation of use: Deutsche Börse AG has reported in accordance with the GRI standards for the period 01.01.2022 to 31.12.2022			
GRI used: GRI 1: Foundation 2021			
Applicable GRI standards (sector-specific): No sector-specific guidelines are applicable			
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Annual report 2022, „Deutsche Börse: Fundamental information about the Group“ Annual report 2022, „Note 35“ Group Deutsche Börse - Addresses	✓	
2-2	Annual report 2022, „Note 35“ If reference is made to a different basis of consolidation, this will be indicated in the text or a footnote.	✓	
2-3	Reporting period: 01.01.2022–31.12.2022 Reporting frequency: Annual Date of publication: 16.03.2023 Group Deutsche Börse - Contacts Sustainability	✓	
2-4	The effects of adjustments to information from previous reports and the reasons for such adjustments, if any, will be explained in the text or a footnote	✓	
2-5	Annual report 2022, „About this report“ Annual report 2022, „Supervisory Board committees in the reporting year: composition and responsibilities“ Annual report 2022, „Accounting and auditing“ Annual report 2022, „Deutsche Börse AG (disclosures based on HGB)“	✓	

Activities and workers

2-6	<p>Annual report 2022, „Deutsche Börse: Fundamental information about the Group“ Annual report 2022, „Corporate purpose and value creation process“ Group Deutsche Börse - Addresses</p> <p>The product groups that are material for Deutsche Börse Group’s supply chain are energy, information and communications technology, IT services and office equipment. The Group also turns to external suppliers and service providers for marketing services and advertising materials. The Group’s goal is to implement as reliable a supplier strategy as possible and a stable procurement organization; it aims to ensure that all suppliers and manufacturers deliver the price and performance of the products and services agreed.</p> <p>Changes regarding the size, structure and ownership of the organization or its supply chain, see: Annual report 2022, „Deutsche Börse: Fundamental information about the Group“ No significant changes have been made to supplier location, supply chain structure or supplier selection.</p>	✓																																																																																														
2-7	<p>Annual report 2022, „Deutsche Börse Group: five-year overview“ Annual report 2022, „Key data on Deutsche Börse Group’s workforce as at 31 December 2022“ Annual report 2022, „Deutsche Börse AG employees“</p> <p>The data for the "Key data on Deutsche Börse Group's workforce as at 31 December 2022" was collected in SAP SuccessFactors and SAP HCM and consolidated, analyzed and prepared in a data model.</p> <table border="1" data-bbox="228 683 1133 1142"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Europe</th> <th colspan="2">North- and Latin America</th> <th colspan="2">Asia</th> <th colspan="2">Australia</th> <th colspan="2">Africa</th> <th rowspan="2">Total</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Number of employees (headcount)</td> <td>4648</td> <td>3034</td> <td>829</td> <td>437</td> <td>935</td> <td>999</td> <td>101</td> <td>76</td> <td>1</td> <td>0</td> <td>11078</td> </tr> <tr> <td>Number of full-time employees (headcount)</td> <td>4442</td> <td>2355</td> <td>824</td> <td>419</td> <td>933</td> <td>994</td> <td>96</td> <td>62</td> <td>1</td> <td>0</td> <td>10144</td> </tr> <tr> <td>Number of part-time employees (headcount)</td> <td>206</td> <td>679</td> <td>5</td> <td>18</td> <td>2</td> <td>5</td> <td>5</td> <td>14</td> <td>0</td> <td>0</td> <td>934</td> </tr> <tr> <td>Number of permanent employees (headcount)</td> <td>4484</td> <td>2898</td> <td>828</td> <td>437</td> <td>932</td> <td>999</td> <td>98</td> <td>68</td> <td>1</td> <td>0</td> <td>10763</td> </tr> <tr> <td>Number of temporary employees (headcount)</td> <td>164</td> <td>136</td> <td>1</td> <td>0</td> <td>3</td> <td>0</td> <td>3</td> <td>8</td> <td>0</td> <td>0</td> <td>315*</td> </tr> <tr> <td colspan="12">Number of employees with non-safe working hours (headcount)</td> </tr> </tbody> </table> <p>*Due to missing data (gender), "headcounts" of subcategories do not always add up to the total.</p> <p>There were no significant fluctuations in the number of employees during the reporting period and between the reporting periods.</p>		Europe		North- and Latin America		Asia		Australia		Africa		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Number of employees (headcount)	4648	3034	829	437	935	999	101	76	1	0	11078	Number of full-time employees (headcount)	4442	2355	824	419	933	994	96	62	1	0	10144	Number of part-time employees (headcount)	206	679	5	18	2	5	5	14	0	0	934	Number of permanent employees (headcount)	4484	2898	828	437	932	999	98	68	1	0	10763	Number of temporary employees (headcount)	164	136	1	0	3	0	3	8	0	0	315*	Number of employees with non-safe working hours (headcount)												✓ Not applicable No data on the number of employees with non-secure working hours (headcount/FTE), as no contracts exist in this form.
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2-8	<p>The company’s operations are performed almost exclusively by permanent employees and are not subject to seasonal fluctuations.</p>	✓ Information unavailable/incomplete Only employees of Deutsche Börse Group are included; external instruction-bound employees (temporary workers) and contractors are not included.																																																																																														

Governance			
2-9	<p>Annual report 2022, „Deutsche Börse AG’s Executive Board“</p> <p>Annual report 2022, „Deutsche Börse AG’s Supervisory Board“</p> <p>Annual report 2022, „Working practices of the Executive Board and the Supervisory Board“</p> <p>Annual report 2022, „Targets for composition and qualification requirements of the Supervisory Board“</p> <p>Annual report 2022, „Diversity concept for the Executive Board and the Supervisory Board“</p> <p>Annual report 2022, „Training and professional development measures for members of the Supervisory Board“</p> <p>Annual report 2022, „Report of the Supervisory Board“</p> <p>Annual report 2022, „Our strategy and steering parameters“</p> <p>Annual report 2022, „Our growth initiatives“</p> <p>Annual report 2022, „Independence of Supervisory Board members“</p> <p>Annual report 2022, „ Supervisory Board committees in the reporting year: composition and responsibilities“</p> <p>Group Deutsche Börse - Supervisory Board Deutsche Börse AG</p>	✓	
2-10	<p>Annual report 2022, „Diversity concept for the Executive Board and the Supervisory Board“</p> <p>Annual report 2022, „Training and professional development measures for members of the Supervisory Board“</p> <p>Annual report 2022, „Preparing the election of a shareholder representative to the Supervisory Board“</p> <p>Annual report 2022, „Long-term succession planning for the Executive Board“</p> <p>Annual report 2022, „Independence of Supervisory Board members“</p> <p>The Supervisory Board appoints the members of the Executive Board, determines their total remuneration and examines the annual and consolidated financial statements of Deutsche Börse AG as well as the combined management report</p> <p>See Annual Report 2022</p>	✓	
2-11	<p>Annual report 2022, „Deutsche Börse AG’s Executive Board“</p> <p>Annual report 2022, „Working practices of the Executive Board and the Supervisory Board“</p>	✓	
2-12	<p>Annual report 2022, „Our strategy and steering parameters“</p> <p>Annual report 2022, „ESG-Governance“</p> <p>Annual report 2022, „ Supervisory Board committees in the reporting year: composition and responsibilities“</p>	✓	
2-13	<p>Annual report 2022, „ESG-Governance“</p> <p>Annual report 2022, „Sustainability in corporate governance“</p>	✓	
2-14	<p>Annual report 2022, „ESG-Governance“</p> <p>Annual report 2022, „Sustainability in corporate governance“</p> <p>Annual report 2022, „ Supervisory Board committees in the reporting year: composition and responsibilities“</p>	✓	
2-15	<p>Annual report 2022, „Information security“</p> <p>Annual report 2022, „Compliance – including measures against corruption and bribery“</p> <p>Annual report 2022, „Independence of Supervisory Board members“</p> <p>Group Deutsche Börse - Compliance Policy</p> <p>Group Deutsche Börse - Principles on the management of conflicts of interest</p> <p>The design and anchoring of the conflict-of-interest process is regulated in internal procedures and processes.</p>	✓	
2-16	<p>Annual report 2022, „Promotion of diversity and inclusion“</p> <p>The low single-digit number (8) of respective cases (harassment, mobbing or advantage taking) have been reported in 2022 either by our whistle-blower system, to the respective line management or directly to the local human resources department. All relevant cases requiring further remedial actions have been dealt in a fully compliant manner ensuring a high level of dignity and closed.</p>	✓	
2-17	<p>Annual report 2022, „Sustainability and values“</p> <p>Annual report 2022, „Sustainability in corporate governance“</p>	✓	
2-18	<p>Annual report 2022, „Deutsche Börse AG’s Supervisory Board“</p> <p>Annual report 2022, „Working practices of the Executive Board and the Supervisory Board“</p> <p>Annual report 2022, „Training and professional development measures for members of the Supervisory Board“</p> <p>The Supervisory Board advises and monitors the Executive Board in its management of the company. This also includes issues of sustainability. The Supervisory Board is involved in decisions of fundamental strategic importance to the company. The committees are convened by their chairperson. Each committee member has the right to request that the committee be convened by the Chairman, stating the reason. Meetings shall be convened as often as appears necessary for the proper performance of the committee's duties.</p>	✓	
2-19	Remuneration Report 2022	✓	
2-20	Remuneration Report 2022	✓	
2-21	Group Deutsche Börse – Voting results	✓	Information unavailable/incomplete
			At present, only the average value (arithmetic mean) of employee compensation can be calculated, as individual data records are not available for all of the FTEs and income components included.
Strategy, policies and practices			
2-22	<p>Annual report 2022, „Letter from the CEO“</p> <p>Annual report 2022, „Our strategy and steering parameters“</p>	✓	

2-23	<p>Annual report 2022, „Letter from the CEO“</p> <p>Annual report 2022, „Our strategy and steering parameters“</p> <p>Annual report 2022, „Climate strategy and reporting“</p> <p>Annual report 2022, „Information on corporate governance practices“</p> <p>Annual report 2022, „Compliance – including measures against corruption and bribery“</p> <p>Group Deutsche Börse - Our policies and guidelines</p> <p>Group Deutsche Börse - Statement on Human Rights</p> <p>Group Deutsche Börse - Code of conduct for suppliers</p> <p>Group Deutsche Börse - Code of business conduct</p> <p>Deutsche Börse Group takes a holistic approach to its social and environmental responsibility and is committed to the principles of sustainability. In close cooperation with the relevant stakeholders, Deutsche Börse Group pursues a Group-wide sustainability strategy with the aim of sustainably strengthening and securing the Group's economic and social benefits.</p> <p>All compliance policies are approved by the executive boards of the respective legal entities and must be considered in all business activities. Communication on the compliance policies takes place via meetings, training sessions (e.g., classroom or web-based training) and publications on the intranet for all employees and, if necessary, also to external parties.</p>	✓	
2-24	<p>Annual report 2022, „Compliance – including measures against corruption and bribery“</p> <p>Annual report 2022, „Code of business conduct“</p> <p>Annual report 2022, „Compliance rules“</p> <p>Annual report 2022, „Compliance training“</p> <p>Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“</p> <p>Annual report 2022, „Conduct policies“</p> <p>Group Deutsche Börse - Compliance Policy</p> <p>Group Deutsche Börse - Code of business conduct</p> <p>Each compliance policy is approved by the management boards of the respective legal entities. The Policy Approval Process has installed a Policy Working Group consisting of various stakeholders. This Policy Working Group is actively involved in the policy process via feedback loops. The specific implementation of the Policy Commitments (Group Compliance guidelines) within the Legal Entities is described in internal policies and procedures.</p> <p>Group Compliance trains the relevant employees on the guidelines (e.g., in classroom or web-based training).</p>	✓	
2-25	<p>Annual report 2022, „Whistleblower system“</p> <p>Annual report 2022, „Code of business conduct“</p> <p>Annual report 2022, „Letter from the CEO“</p> <p>Annual report 2022, „Corporate purpose and value creation process“</p> <p>Annual report 2022, „Our strategy and steering parameters“</p> <p>Group Deutsche Börse - Materiality analysis</p> <p>Group Deutsche Börse - Whistleblower system</p> <p>Group Deutsche Börse - Submission and handling of human rights and environmental-related complaints</p> <p>The design and anchoring of the whistleblower system or complaint management is regulated in internal procedures and processes.</p>	✓	
2-26	<p>Annual report 2022, „Conduct policies“</p> <p>Annual report 2022, „Compliance rules“</p> <p>Annual report 2022, „Compliance organisational structure“</p> <p>Annual report 2022, „Sector-specific policies“</p> <p>Annual report 2022, „Risk and control management policies“</p> <p>Group Deutsche Börse - Compliance Policy</p> <p>Group Deutsche Börse - Whistleblower system</p> <p>The whistleblower system is accessible and applicable to all internal employees and external parties.</p>	✓	
2-27	<p>Annual report 2022, „Legal disputes and business practice“</p> <p>Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“</p> <p>The low single-digit number (8) of respective cases (harassment, mobbing or advantage taking) have been reported in 2022 either by our whistle-blower system, to the respective Line Management or directly to the local Human Resources Department. All relevant cases requiring further remedial actions have been dealt in a fully compliant manner ensuring a high level of dignity and closed.</p>	✓	
2-28	<p>Annual report 2022, „Information security“</p> <p>“Furthermore, we are a full member of national associations (Cyber Security Sharing and Analytics, CSSA), trade associations (World Federation of Exchanges) and international networks (Financial Services Information Sharing and Analysis Center, FS-ISAC) which contribute significantly towards a forward-looking stance vis-à-vis cyber threats, and the development of strategies to fend off such threats.”</p> <p>Group Deutsche Börse - Memberships</p> <p>Group Deutsche Börse - Self-commitments</p>	✓	

Stakeholder engagement

2-29	Annual report 2022, „Our social environment“ Annual report 2022, „Our stakeholder engagement“ Annual report 2022, „Product quality and customer satisfaction“ Annual report 2022, „Employer attractiveness“ Group Deutsche Börse - Stakeholder Engagement	✓
2-30	The proportion of employees covered by collective agreements was 31.8 percent in 2022. The terms and conditions of employment for these other employees are not influenced or determined by the respective collective bargaining agreements.	✓

GRI 3: Material Topics 2021**Disclosures on material topics**

3-1	Annual report 2022, „About this report“ Group Deutsche Börse - Materiality analysis	✓
3-2	Annual report 2022, „Corporate purpose and value creation process“ Annual report 2022, „Our strategy and steering parameters“ Group Deutsche Börse - Materiality analysis	✓
3-3	No significant changes to the scope and boundaries of the aspects Annual report 2022, „Letter from the CEO“ Annual report 2022, „Our strategy and steering parameters“ Annual report 2022, „Climate strategy and reporting“ Annual Report 2022, „What we achieved in 2022“ Annual report 2022, „Our strategy and steering parameters“ Annual report 2022, „Deutsche Börse: Fundamental information about the Group“ Deutsche Börse Group is conscious of its social and ecological responsibility and is committed to the principles of sustainability. The company meets its corporate responsibility comprehensively and in close dialogue with its relevant stakeholder groups. It relies to a Group-wide sustainability strategy, with the objective of strengthening and securing the economic and social value of the Group. Group Deutsche Börse - Materiality analysis	✓

Specific standard disclosure**Economic Performance GRI 201 (2016)**

3-3 Management approach, 201	Annual report 2022, „Letter from the CEO“ Annual report 2022, „What we achieved in 2022“ Annual report 2022, „Our strategy and steering parameters“ Annual report 2022, „Business operations and Group structure“ Group Deutsche Börse - Materiality analysis	✓	
201-1	The value added is calculated as the company's performance after deduction of depreciation and third-party costs. In 2022, the value added of the Deutsche Börse Group amounted to 3,372.9 Mio. € (2021: 2,737.5 Mio. €). The distribution of the value added shows, that a large part of it flows back into the economy: 21 per cent (698.1 Mio. €) benefited shareholders in form of dividend payments. The personnel expenses in form of salaries and other compensation components amounted to 36 per cent (1,212.7 Mio. €). Taxes were paid in the amount of 16 per cent (543.3 Mio. €). 2 per cent (53.7 Mio. €) was attributable to providers of debt capital. The value added remaining in the company of 26 per cent (865.1 Mio. €) is used for instance for investments in growth initiatives.	✓	

Indirect economic Impacts GRI 203 (2016)

3-3 Management approach, 203	Annual report 2022, „Integrated reporting on non-financial topics“ Annual report 2022, „Corporate purpose and value creation process“ Annual report 2022, „Our social environment“	✓	
203-2	Annual Report 2022, „What we achieved in 2022“ Annual report 2022, „Corporate purpose and value creation process“ Annual report 2022 „Our customers and markets“ Annual report 2022, „Our social environment“ Annual report 2022, „Development of non-financial performance indicators“	✓	

Anti-corruption GRI 205 (2016)

3-3 Management approach, 205	Group Deutsche Börse - Materiality analysis <u>Anti-bribery and corruption</u> Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“ Annual report 2022, „Compliance – including measures against corruption and bribery“ <u>Respect for human rights</u> Annual report 2022, „Human rights matters“ Annual report 2022, „Promotion of diversity and inclusion“ Group Deutsche Börse - Procurement	✓	
205-1	Annual report 2022, „Compliance – including measures against corruption and bribery“ Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“	✓	
205-2	Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“ All members of the governance body and employees of Deutsche Börse Group are informed about the company's anti-corruption policies and procedures. 14.11 percent of Deutsche Börse Group's workforce (1563 employees), which is the focus of the ABC training measures, completed the ABC training introduced in the second half of 2022. The Policy is part of Deutsche Börse Group's Compliance Manual and is acknowledged by all Business Partners upon signing the Framework Agreement.	✓	Information unavailable/incomplete The members of the governance body and Deutsche Börse Group's business partners do not undergo ABC training. Deutsche Börse Group's business partners are not explicitly informed about the organization's anti-corruption policies and procedures. There is no information available by region and employee category or members of Deutsche Börse Group's governance body. The reason for this is that Deutsche Börse Group's compliance function has Group-wide responsibility and follows a uniform approach for the entire Group, irrespective of employee category or members of the governance body.
205-3	Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“ Annual report 2022, „Legal disputes and business practices“ Annual report 2022, „Note 26“	✓	

Materials GRI 301 (2016)

3-3 Management approach, 301	Annual report 2022, „Climate strategy and reporting“ Group Deutsche Börse - Materiality analysis Group Deutsche Börse - Environmental management For the specific indicators, only requirements relevant for Deutsche Börse are included in the report.	✓
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301-1	<p>Paper consumption in tonnes</p> <table border="1"> <thead> <tr> <th>Entity</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>ISS</td> <td>3.68</td> </tr> <tr> <td>360T</td> <td>0.52</td> </tr> <tr> <td>Qontigo</td> <td>0.65</td> </tr> <tr> <td>EEX</td> <td>0.74</td> </tr> <tr> <td>DBAG</td> <td>1.03</td> </tr> <tr> <td>Kneip</td> <td>0.21</td> </tr> <tr> <td>Quantitative Brokers</td> <td>0.12</td> </tr> <tr> <td>Crypto Finance</td> <td>0.23</td> </tr> <tr> <td>Total</td> <td>20.17</td> </tr> </tbody> </table>	Entity	t	ISS	3.68	360T	0.52	Qontigo	0.65	EEX	0.74	DBAG	1.03	Kneip	0.21	Quantitative Brokers	0.12	Crypto Finance	0.23	Total	20.17	✓
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Crypto Finance	0.23																					
Total	20.17																					

Energy GRI 302 (2016)

3-3 Management approach, 302	Annual report 2022, „Climate strategy and reporting“ Group Deutsche Börse - Materiality analysis Group Deutsche Börse - Environmental management	✓
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302-1	<p>Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Total in MWh</th> <th>Total in GJ</th> </tr> </thead> <tbody> <tr> <td>America</td> <td>7,025</td> <td>25,290</td> </tr> <tr> <td>Asia/Pazific</td> <td>4,277</td> <td>15,397</td> </tr> <tr> <td>Europe</td> <td>66,037</td> <td>237,733</td> </tr> <tr> <td>Deutsche Börse Group total</td> <td>77,339</td> <td>278,420</td> </tr> <tr> <td>Thereof renewable energies</td> <td>44,444</td> <td>159,998</td> </tr> <tr> <td>Thereof non-renewable energies</td> <td>32,895</td> <td>118,422</td> </tr> </tbody> </table>	Location	Total in MWh	Total in GJ	America	7,025	25,290	Asia/Pazific	4,277	15,397	Europe	66,037	237,733	Deutsche Börse Group total	77,339	278,420	Thereof renewable energies	44,444	159,998	Thereof non-renewable energies	32,895	118,422	✓
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Deutsche Börse Group total	77,339	278,420																					
Thereof renewable energies	44,444	159,998																					
Thereof non-renewable energies	32,895	118,422																					

In the financial year 2022, a total of 712 MWh of energy (2,563 GJ) was sold or fed.

The conversion of megawatt hours into gigajoules is based on standardized conversion factors. Otherwise, commonly accepted standard factors are used.

302-3	Annual Report 2022, „What we achieved in 2022“ Energy consumption from 302-1: 278,420 GJ 2022 net revenue in € million: 4,338 GJ / net revenue in € million: 64.18 GJ / € million	✓
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Emissions GRI 305 (2016)

3-3 Management approach, 305	Annual report 2022, „Climate strategy and reporting“ Group Deutsche Börse - Materiality analysis Group Deutsche Börse - Environmental management				✓
305-1					✓
305-2	tCO₂	2022	2021	2020	
305-3	Scope 1 CO₂-emissions				
305-5		5,077	4,649 ¹⁾	6,475 ²⁾	
	Scope 2 CO₂-emissions				
	Location-based	25,610			
	Market-based	3,694	2,130 ³⁾	1,805	
	Scope 3 CO₂-emissions				
	Cat 1: Purchased Goods and Services	97,752			
	Cat 2: Capital Goods	33,345			
	Cat 3: Fuel- and energy-related activities	2,759			
	Cat 4: Transportation and distribution (upstream)	772			
	Cat 5: Waste	474			
	Cat 6: Business Travel	4,297	655 ⁴⁾	891 ⁵⁾	
	Cat 7: Employee Commuting	4,797			
	Cat 15: Investments	124			
	Total Scope 3 emissions	144,320	655	891	
	Total GHG emissions (Scope 1 + Scope 2 market-based + Scope 3)	153,091	7,434	9,171	
	GHG reductions				
	Total reductions (offsets)	3,495 ⁶⁾	7,434	9,171	

¹⁾ Figure for 2021 corrected: Thereof newly reported 1,334 tCO₂ from company cars and 2,251 tCO₂ climate gas

²⁾ Figure for 2020 corrected: Thereof newly reported 1,544 tCO₂ from company cars

³⁾ Figure for 2021 corrected

⁴⁾ Figures only include emissions of flights

⁵⁾ Figures only include flights and shuttlebus emissions

⁶⁾ Figure only includes compensations already made at the time of index publication

305-4	Annual report 2022, „Performance figures for Deutsche Börse AG“				✓
	Scope 1 emissions from 305-1: 5,077 t				
	Scope 2 emissions from 305-2: 3,694 t				
	Scope 3 emissions from 305-3: 144,320 t				
	Total: 153,091 t				
	Intensity ratio: tons of CO ₂ per 1 million € net revenue: 35.3				

Employment GRI 401 (2016)

3-3 Management approach, 401	Annual report 2022, „People strategy“ Annual report 2022, „Our employees“				✓
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401-1

Joiners and leavers by gender in 2022

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	102	76	178	82	59	141
Group Deutsche Börse						
Germany	250	184	434	180	123	304
Luxembourg	85	63	148	63	38	101
Czech Republic	127	95	222	102	48	150
Ireland	83	44	127	61	46	107
USA	192	104	298	181	75	256
Other locations	601	578	1186	340	323	663
Total	1338	1068	2415	927	653	1581

Joiners and leavers by age in 2022

	Joiners				Leavers			
	Under 30 years	30 to 39 years	40 to 49 years	50 years and older	Under 30 years	30 to 39 years	40 to 49 years	50 years and older
Deutsche Börse AG								
All locations	74	80	16	8	28	68	27	18
Group Deutsche Börse								
Germany	169	194	51	19	70	144	49	32
Luxembourg	52	60	29	7	20	40	26	15
Czech Republic	115	78	25	4	36	71	38	5
Ireland	40	66	20	1	51	35	17	4
USA	162	74	30	32	74	102	45	35
Other locations	783	275	92	35	341	194	68	32
Total	1321	747	247	98	592	586	243	123

Notes on the tables: Due to missing data (gender), the "headcount" of the subcategories do not always add up to the total.

For hires, the gender is missing for 9 employees, for departures for 1.

Annual report 2022 „Key data on Deutsche Börse Group’s workforce as at 31 December 2022“

401-2

Annual report 2022, „Group Share Plan (GSP)“

Services available in all employee categories are not listed individually.

401-3

Key figures on parental leave

	Entered parental leave in 2022		Returned from parental leave in 2022		Multiple-year return Ratio ¹⁾	
	Male	Female	Male	Frauen	Male %	Female %
Deutsche Börse AG	24	28	20	32	100%	91%
Group Deutsche Börse	82	123	77	123	99%	89%

1) Employees whose parental leave ended in 2022 and who have remained with the company

The total number of employees entitled to parental leave and the total number of employees who returned to work after the end of parental leave and who were still employed by the company twelve months after their return are not reported.

✓

✓

✓

Information unavailable / incomplete

Training and Education GRI 404 (2016)

3-3	Annual report 2022, „People strategy“	✓	
Management approach, 404	Annual report 2022, „Our employees“		
404-1		✓	

Key figures on staff training in 2022

	Deutsche Börse AG			Group Deutsche Börse		
	Male	Female	Total	Male	Female	Total
Average number of training days per employee	2.5	2.7	2.6	2.0	2.2	2.1
Average number of training days per FTE ¹⁾	2.6	3.2	2.8	2.0	2.5	2.2
Number of hours	21,365.17	14,270.59	35,635.76	97,641.69	75,645.29	173,286.98
Thereof managers	1,360.28	944.90	2,305.18	5,142.54	2,406.20	7,548.75
Thereof employees	19,808.59	13,268.69	33,077.28	91,929.93	72,790.44	164,720.37

¹⁾ FTE = full-time equivalent

404-3	<p>Deutsche Börse Group managers hold annual appraisal discussions with employees within their area of responsibility, jointly defining targets for the next year and they document these discussions. 92.1 percent of employees recorded in Deutsche Börse Group's internal staff performance appraisal system received an assessment last year. There are several exceptions to participation in the assessment and target agreement process:</p> <ul style="list-style-type: none"> • In accordance with the company agreement, German employees aged 59 and over can waive the annual assessment and target agreement process. • Newly hired employees are subject to goal setting and appraisal if they join before August 1st of a calendar year. For employees joining on or after August 1st of a calendar year, participation is optional • For persons who are absent for more than 6 months within the year (e.g. parental leave, illness), no assessment and target agreement need to be carried out • Students, interns and temporary employees with a contract duration of less than six months are excluded from the employee interview <p>The appraisal system is applied equally to female and male employees. A separate target-agreement system exists for managerial staff. Subsidiaries not fully consolidated or incorporated into German Group operations use their own appraisal systems. The data compiled by these subsidiaries is currently not maintained or made available centrally.</p>	✓	<p>Not applicable</p> <p>Since the assessment system is equally applied to women and men, there is no separate gender classification.</p>
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Diversity and Equal Opportunity GRI 405 (2016)

3-3	Annual report 2022, „People strategy“	✓	
Management approach, 405	Annual report 2022, „Our employees“		
405-1	<p>Annual report 2022, „Target figures for the proportion of female executives beneath the Executive Board“</p> <p>Annual report 2022, „Diversity concept for the Executive Board and the Supervisory Board“</p> <p>Annual report 2022, „Targets for composition and qualification requirements of the Supervisory Board“</p> <p>Annual report 2022, „Share of women holding management positions“</p> <p>Annual report 2022, „Promotion of diversity and inclusion“</p> <p>Annual report 2022, „Key data on Deutsche Börse Group's workforce as at 31 December 2022“</p>	✓	<p>Information unavailable/incomplete</p> <p>For data protection reasons further diversity aspects are not listed here.</p>

Non-discrimination GRI 406 (2016)

3-3	Group Deutsche Börse - Materiality analysis	✓	
Management approach, 406	<p>Anti-bribery and corruption</p> <p>Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“</p> <p>Annual report 2022, „Compliance – including measures against corruption and bribery“</p> <p>Respect for human rights</p> <p>Annual report 2022, „Human rights matters“</p> <p>Annual report 2022, „Promotion of diversity and inclusion“</p> <p>Group Deutsche Börse - Procurement</p>		
406-1	Annual report 2022, „Promotion of diversity and inclusion“	✓	

Supplier Social Assessment GRI 414 (2016)

3-3 Management approach, 414	<p>Group Deutsche Börse - Materiality analysis</p> <p>Anti-bribery and corruption</p> <p>Annual report 2022, „Key non-financial performance indicators: corruption prevention and data protection“</p> <p>Annual report 2022, „Compliance – including measures against corruption and bribery“</p> <p>Respect for human rights</p> <p>Annual report 2022, „Human rights matters“</p> <p>Annual report 2022, „Promotion of diversity and inclusion“</p> <p>Group Deutsche Börse - Procurement</p>	✓	
414-1	Group Deutsche Börse - Procurement	✓	<p>Information unavailable / incomplete</p> <p>There is no separate statement of the percentage of new suppliers examined on the basis of social criteria</p>
414-2	<p>Group Deutsche Börse - Procurement</p> <p>Deutsche Börse Group reports on human and labour rights, as the active protection of human rights is an integral part of the Group’s corporate responsibility and therefore addressed at various points in the value chain. The respective reporting is provided in the section “Our Employees” of the non-financial statement, as well as on our website, which focuses on the Group’s procurement management.</p>	✓	
Deutsche Börse Group area for action: sustainable product and service portfolio			
3-3 Self-defined indicator: ESG products	<p>Annual Report 2022, „What we achieved in 2022“</p> <p>Annual report 2022, „Our customers and markets“</p> <p>Annual report 2022, „Results of operations“</p>	✓	
Deutsche Börse Group area for action: transparent, stable and fair markets			
3-3 Self-defined indicator: System availability	<p>Annual Report 2022, „What we achieved in 2022“</p> <p>Annual report 2022, „System stability and availability“</p>	✓	

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