## Materiality analysis results 2021

### Most material issues

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<thead>
<tr>
<th>Relevance</th>
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### Climate Change
- Sustainable products & services: Sustainable index products, ESG products, DeG network
- Human Capital Development: Training & development of DB's employees
- Human and Labor Rights: Labor practices & rights at DB
- Transparent, stable and fair markets: Transparency of capital markets
- Stakeholder Value: Stakeholder engagement
- Corporate Governance: Integrity and compliance in DB's business ethics
- Economic Performance: Profitable growth
- Environmental Performance: Recycling & waste management

### Climate risk
- Growth financing for corporates
- Satisfaction of DB's employees
- Human rights
- Financial stability
- Social engagement & community commitment
- Corporate governance structures
- Environmental management systems

### DB's climate strategy
- Establishing dedicated segments for sustainable finance
- Diversity & equal opportunities
- Competitive and ethical behavior
- Social added value / societal impact
- Risk management
- Renewable energy

### ESG product strategy
- Occupational health and safety
- Product quality and product safety
- Impact management / impact measurement
- Anti-corruption, anti-bribery and anti-money laundering measures
- DSHG reduction

### ESG listing requirements
- Talent attraction & retention
- Being a good corporate citizen
- Disclosure of DB's Tax strategy / tax transparency
- Water consumption / reduction

### Relevance & Impact
- White: 0
- Gray: 1-12
- Light blue: 13-30
- Dark blue: 31-50

**Deutsche Börse Group**