

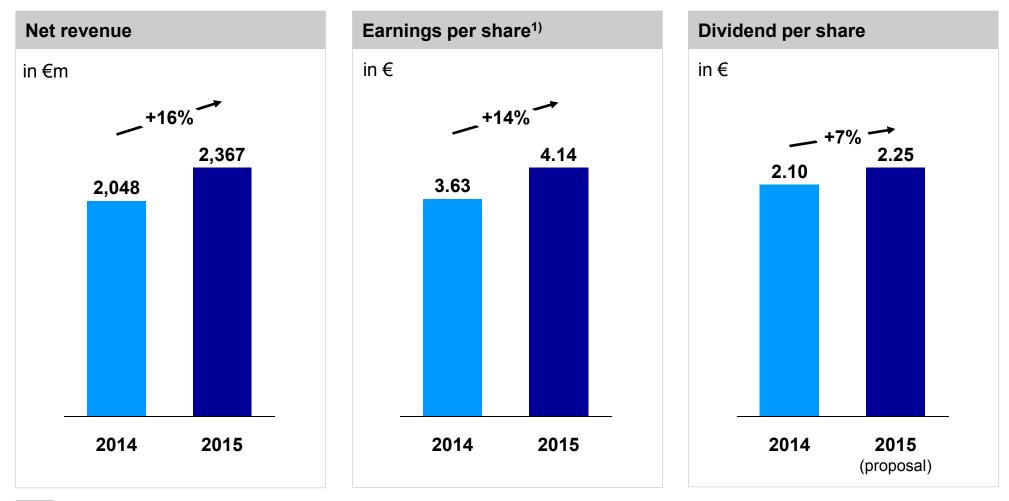


DEUTSCHE BÖRSE GROUP

## Preliminary results FY/2015 Annual press briefing



## Highlights FY/2015 preliminary results



1) Adjusted for exceptional items

## "Accelerate" – key objectives of growth programme

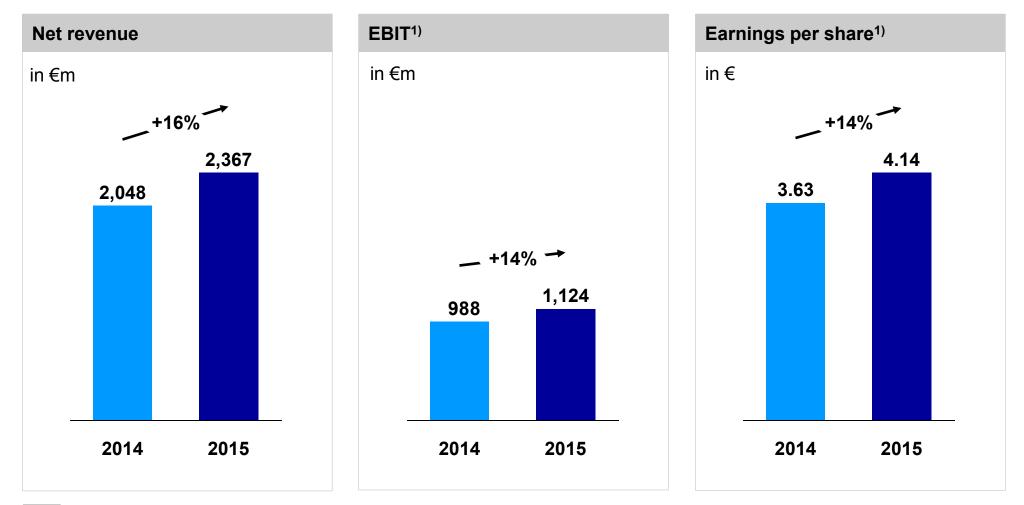
Group-wide growth programme "Accelerate"

| 1<br>Culture / people / organisation                              | Move towards client-centric, innovative,<br>high- performance culture / organisation<br>and foster entrepreneurship                  |
|---|--|
| 2<br>Performance measurement /<br>incentive scheme / compensation | Measure / reward success, broader<br>divisional P+L responsibilities   |
| 3<br>Ambition level / mid-term targets                            | Meaningfully increase growth trajectory and prove scalability of model   |
| 4<br>Complementary growth<br>opportunities                        | Pursue value enhancing M&A to accelerate organic growth plan where appropriate   |
| 5<br>Capital allocation   | Review portfolio and build strong balance sheet to allocate sufficient capital to growth and continue attractive distribution policy |

#### "Accelerate" – substantial implementation progress

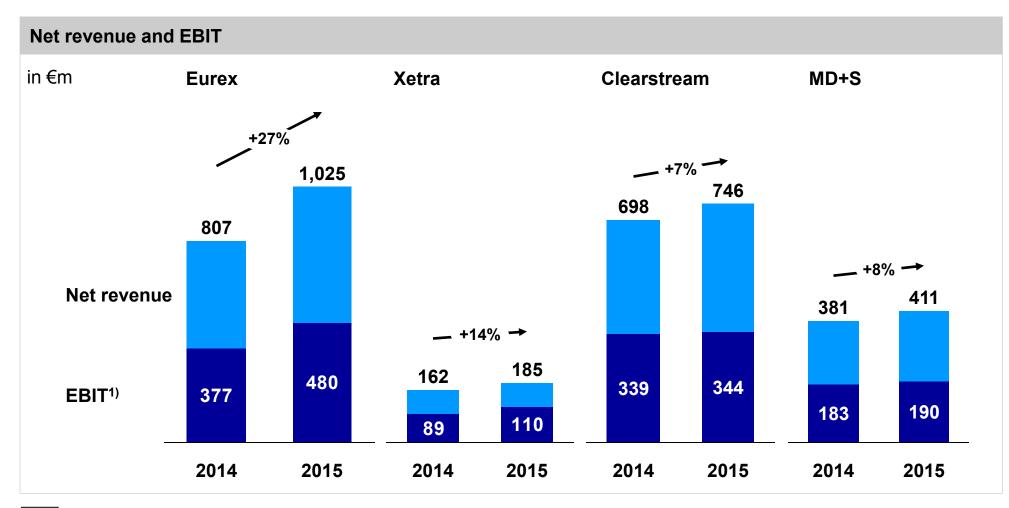
|  | Progress   |  |
|--|--|--|
| 1<br>Culture / people /<br>organisation                              | <ul> <li>New Executive Board responsibilities and divisional set-up</li> <li>Global coordination of sales, product development and innovation</li> </ul>   | <ul> <li>Group Management Committee established</li> <li>Streamlining of leadership structure and further build-out of competence centres in progress</li> </ul> |
| 2<br>Performance measurement<br>/ incentive scheme /<br>compensation | <ul> <li>New Executive Board compensation with<br/>increased "skin in the game" for 2016</li> <li>New compensation scheme for executives</li> <li>Broader divisional P&amp;L responsibility</li> </ul> | <ul> <li>New hiring process, improved performance<br/>measurement, and 360° feedback</li> </ul>  |
| 3<br>Ambition level /<br>mid-term targets                            | <ul> <li>Proactive management of cost base to ensure<br/>scalability of business model (structural<br/>measures and continuous improvement)</li> </ul>   | <ul> <li>Mid-term plan until 2018 with more ambitious<br/>targets: 10 to 15 per cent earnings growth per<br/>annum</li> </ul>                                    |
| 4<br>Complementary growth<br>opportunities                           | <ul> <li>Successful financing and closing of STOXX and<br/>360T acquisitions</li> <li>Post merger integration of 360T</li> </ul>   | <ul> <li>Joint-venture agreements with Chinese infra-<br/>structure providers increase exposure to Asia<br/>(CEINEX, CFFEX)</li> </ul>                           |
| 5<br>Capital allocation  | <ul> <li>Review of shareholdings portfolio, revision of IT<br/>roadmap, and group-wide prioritisation of project<br/>portfolio</li> </ul>  | <ul> <li>Increase of dividend for 2015 to €2.25 proposed<br/>(2014: €2.10)</li> </ul>  |

#### FY/2015 – Group financials



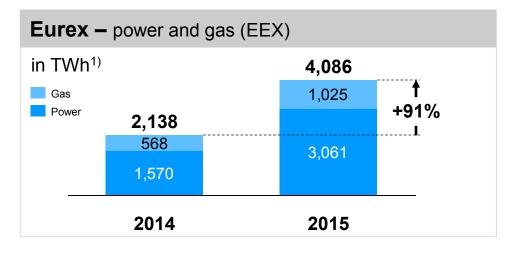
1) Adjusted for exceptional items

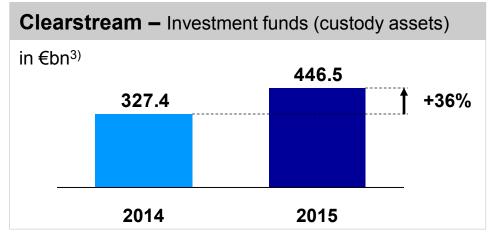
#### FY/2015 – segmental financials

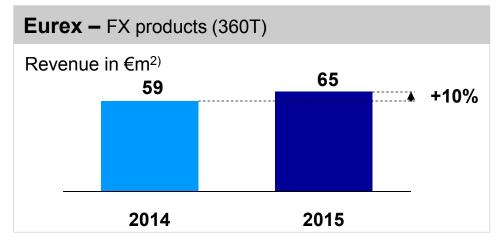


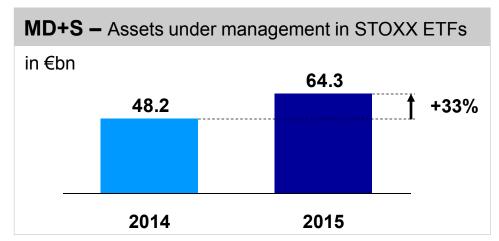
1) Adjusted for exceptional items

## FY/2015 – growth areas have developed favourably









1) Power derivatives traded on European Energy Exchange (EEX), gas traded on Powernext (majority owned by EEX)

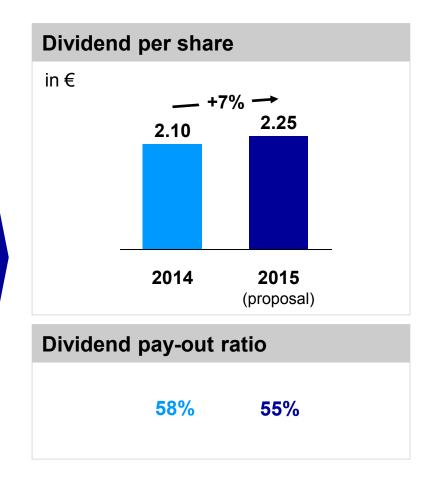
2) Local GAAP (HGB) - LTM (not audited)

3) Assets under custody in investment funds (part of total reported numbers); figures do not yet include assets of Clearstream Global Securities Services

# FY/2015 – Executive Board of Deutsche Börse AG proposes increase of 2015 dividend to €2.25

#### **Dividend policy**

- In general, Deutsche Börse Group aims to distribute 40 to 60 per cent of the net income in form of the regular dividend
- In years with depressed net income, the pay-out ratio stood at the upper end of this range
- Going forward, the Group is expecting substantial earnings growth, therefore, it targets a pay-out ratio in the middle of the 40 to 60 per cent range



## "Accelerate" – principles to manage costs

#### Ensure scalability of business model

Cost base will be proactively managed in a way that ...

- ... mid-single digit net revenue growth will result in flat costs, and ...
- ... double-digit net revenue growth in around 5 per cent cost growth.

#### Continuous improvement processes

- Mind-set change to further focus on client needs and benefits
- Increase quality and efficiency of service delivery
- At least compensate inflation and salary increases

#### Accelerate growth by structurally increasing financial flexibility

- Delayering: increase speed of decision making across the Group
- Further expansion of near-shoring concept for internal and external staff
- Further improvement of sourcing and procurement

## "Accelerate" – structural measures and continuous improvement process on track to achieve targeted cost savings

| €m                         | Structural personnel measures   | Structural non-<br>personnel measures                                       | Continuous<br>improvement<br>process   | Old efficiency<br>measures  | Total targeted cost savings  |  |
|----------------------------|---|---|--|---|--|--|
| Description                | <ul> <li>Delayering: increase<br/>speed of decision<br/>making (~50 managers)</li> <li>Expansion of near-<br/>shoring (~50 positions)</li> <li>Reduction of staff (~100)<br/>and internalisation of<br/>consultants (~150)</li> </ul> | <ul> <li>Further improvement of<br/>sourcing and<br/>procurement</li> </ul> | <ul> <li>Mind-set change to<br/>further focus on client<br/>needs and benefits</li> <li>Increase quality and<br/>efficiency of services</li> <li>At least compensate<br/>inflation and salary<br/>increases</li> </ul> | <ul> <li>2013 to 2016<br/>programme with a total<br/>volume of €70 million</li> </ul> |  |  |
| Ramp-up of<br>cost savings | 30<br>15<br>2016 2017-18  | 20 20 20 20 20 20 20 20 20 20 20 20 20 2                                    | 40<br>20<br>5<br>15<br>2016 2017 2018  | 10 10<br>2016 2017-18   | 100<br>80<br>30<br>50<br>50<br>20<br>4<br>4<br>50<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>20<br>50<br>50<br>20<br>20<br>20<br>20<br>20<br>20<br>20<br>20<br>20<br>2 |  |

## "Accelerate" – mid-term guidance comprises scalability of business model

#### Mid-term guidance until 2018

|   |       | 2015  | <b>Growth until 2018</b><br>per annum <sup>1)</sup> | <b>2018E</b><br>indicative <sup>1)</sup> |  |
|---|-------|-------|---|--|--|
| Net revenue   | in €m | 2,367 | in %<br>5-10  | in €m<br>~2,800-3,200                    |  |
| EBIT  |       | 1,124 | 10-15   | ~1,550-1,750                             |  |
| Net income  |       | 766   | 10-15   | ~1,025-1,175                             |  |
| Mid-term guidance assumes constant portfolio, constant currency, and continued recovery of eurozone and world economies |       |       |   |  |  |

1) Assumes constant portfolio

#### "Accelerate" - vision



Key elements of vision

High growth / innovation leader

Open to JVs and partnerships (sell- and buy-side)

Attract best talent internationally

# 1 or 2 in every business we are in



Annual press briefing

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