



DEUTSCHE BÖRSE
GROUP

www.deutsche-boerse.com

ANNUAL REPORT 2019

GRI index 2019



This report was prepared in accordance with the GRI Standards, reporting option „Core“.

| GRI-Indicator | Section/comment | Assurance provided | Omissions |
|-------------------------------------|---|--------------------|-----------|
| General standard disclosures | | | |
| Organisational profile | | | |
| 102-1 | Annual report 2019, "Overview of Deutsche Börse Group" | ✓ | |
| 102-2 | Annual report 2019, "Overview of Deutsche Börse Group" | ✓ | |
| | No brands, products or services of Deutsche Börse Group are affected by a ban. | | |
| 102-3 | Annual report 2019, "Overview of Deutsche Börse Group" | ✓ | |
| 102-4 | Annual report 2019, "34. List of shareholdings" | ✓ | |
| 102-5 | Annual report 2019, "Overview of Deutsche Börse Group" | ✓ | |
| 102-6 | Annual report 2019, "Overview of Deutsche Börse Group" https://www.deutsche-boerse.com/dbg-en/our-company/deutsche-boerse-group/business-areas https://www.deutsche-boerse.com/dbg-en/our-company/contact/addresses | ✓ | |
| 102-7 | Annual report 2019, "Five-year overview Deutsche Börse Group" | ✓ | |
| 102-8 | Annual report 2019, "Key data on Deutsche Börse Group's workforce as at 31 December 2019" | ✓ | |
| | The company's operations are performed almost exclusively by permanent employees and are not subject to seasonal fluctuations. Only employees of Deutsche Börse Group are included; external instruction-bound employees (temporary workers) and contractors are not included. | | |
| 102-9 | 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 organisation; it aims to ensure that all suppliers and manufacturers deliver the price and performance of the products and services agreed. When choosing suppliers and service providers, the Group focuses on European vendors and takes care to ensure that their conduct is ethical. | ✓ | |
| 102-10 | Changes regarding the size, structure and ownership of the organisation or its supply chain, see: Annual report 2019, "Overview of Deutsche Börse Group" | ✓ | |
| | No significant changes have been made to supplier location, supply chain structure or supplier selection. | | |
| 102-11 | Annual report 2019, "Letter from the CEO" Annual report 2019, "Management approach for a Group-wide commitment to sustainability" | ✓ | |
| | 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. https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/un-globalcompact | | |
| 102-12 | Annual report 2019, "Information on corporate governance practices" | ✓ | |
| 102-13 | https://www.deutsche-boerse.com/dbg-en/sustainability/build-trust/memberships | ✓ | |
| 102-41 | The proportion of employees covered by collective bargaining agreements during the year was 47 per cent. | ✓ | |
| Strategy | | | |
| 102-14 | Annual report 2019, "Letter from the CEO" | ✓ | |
| Ethics and integrity | | | |
| 102-16 | Annual report 2019, "Information on corporate governance practices" | ✓ | |

Governance

| | | |
|--------|--|---|
| 102-18 | Annual report 2019, "The Executive Board" Annual report 2019, "The Supervisory Board" Annual report 2019, "Report of the Supervisory Board" Annual report 2019, "Working practices of the Executive Board and the Supervisory Board" Annual report 2019, "Management approach for a Group-wide commitment to sustainability" | ✓ |
|--------|--|---|

<https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility>

Group Sustainability is responsible for the coordination of environmental, social and governance (ESG) topics. The Risk Management Committee of Deutsche Börse Group also deals with ESG risks, insofar as these concern the core business.

Stakeholder engagement

| | | |
|--------|---|---|
| 102-40 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders | ✓ |
| 102-42 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders | ✓ |
| | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue | |
| 102-43 | Annual report 2019, "Product matters" | ✓ |
| | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue | |
| 102-44 | Annual report 2019, "Customer satisfaction" | ✓ |
| | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas | |

Identified material aspects and boundaries

| | | |
|--------|---|---|
| 102-45 | Annual report 2019, "34. List of shareholdings" | ✓ |
| | If reference is made to a different basis of consolidation, this will be indicated in the text or a footnote. | |
| 102-46 | Annual report 2019, "Combined non-financial statement" | ✓ |
| | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas | |
| 102-47 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas | ✓ |
| 102-48 | 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. | ✓ |
| 102-49 | No significant changes to the scope and boundaries of the aspects | ✓ |

Report profile

| | | |
|--------|---|---|
| 102-50 | 1 Jan 2019–31 Dec 2019 | ✓ |
| 102-51 | 13 March 2019 | ✓ |
| 102-52 | Annually | ✓ |
| 102-53 | https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/contacts | ✓ |
| 102-54 | Annual report 2019, "About this report" | ✓ |
| | https://deutsche-boerse.com/dbg-en/sustainability/reporting/gri | |
| 102-55 | https://deutsche-boerse.com/dbg-en/sustainability/reporting/gri | ✓ |
| 102-56 | Annual report 2019, "About this report" Annual report 2019, "The committees of the Supervisory Board in 2019: composition and responsibilities" Annual report 2019, "Accounting and auditing" | ✓ |
| | https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/annual-report | |

Specific standard disclosure**Deutsche Börse Group area for action: economic performance****Category: economic****Economic performance**

| | | | |
|----------------------------------|---|---|--|
| 103-1 | Annual report 2019, "Letter from the CEO" Annual report 2019, "Value added: breakdown of company performance" | ✓ | |
| 103-2 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas Annual report 2019, "Letter from the CEO" | ✓ | |
| 103-3 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas Annual report 2019, "Letter from the CEO" | ✓ | |
| 201-1 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas Annual report 2019, "Value added: breakdown of company performance" | ✓ | |
| Indirect economic impacts | | | |
| 103-1 | Annual report 2019, "Combined non-financial statement" Annual report 2019, "Social matters" | ✓ | |
| | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas | | |
| 103-2 | Annual report 2019, "Social matters" Annual report 2019, "Value added: breakdown of company performance" | ✓ | |
| 103-3 | Annual report 2019, "Social matters" Annual report 2019, "Value added: breakdown of company performance" | ✓ | |
| 203-1 | Annual report 2019, "Value added: breakdown of company performance" https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/value-added | ✓ | |
| 203-2 | Annual report 2019, "Central non-financial key indicators: social matters" Annual report 2019, "Development of trading activity on selected European cash markets" Annual report 2019, "Development of contracts traded on selected derivatives markets" Annual report 2019, "Development of the non-financial key indicators" | ✓ | |
| | https://deutsche-boerse.com/dbg-en/sustainability/build-trust/transparency-initiatives | | |

Deutsche Börse Group area for action: environmental management**Category: environmental**

| | | | |
|-------|---|---|--|
| 103-1 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management | ✓ | |
| 103-2 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management | ✓ | |
| 103-3 | https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management For the specific indicators, only requirements relevant for Deutsche Börse are included in the report. | ✓ | |

Material

| | | | |
|-----------------------------|---|-------------|---|
| 301-1 | https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental | ✓ | Most of the paper used is FSC certified and carries the EU Ecolabel |
| Paper consumption in tonnes | | | |
| | Location | t | |
| | Other locations | 0.8 | |
| | Amsterdam | 0.4 | |
| | Chicago | 0.9 | |
| | Cork | 8.8 | |
| | Frankfurt | 35.8 | |
| | Hong Kong | 0.4 | |
| | Leipzig | 5.8 | |
| | London | 2.9 | |
| | Luxembourg | 16.5 | |
| | New York | 0.8 | |
| | Paris | 0.3 | |
| | Prague | 5.8 | |
| | Singapore | 1.5 | |
| | Zug | 0.7 | |
| | Total | 81.4 | |

Energy302-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)

| Location | MWh | GJ |
|------------------------|---------------|----------------|
| Amsterdam | 83 | 298 |
| Chicago | 399 | 1,437 |
| Cork | 1,140 | 4,104 |
| Frankfurt Grüneburgweg | 647 | 2,328 |
| Frankfurt/Eschborn | 53,253 | 191,710 |
| Hong Kong | 100 | 359 |
| Leipzig | 277 | 998 |
| London | 901 | 3,244 |
| Luxembourg | 18,850 | 67,860 |
| New York | 257 | 927 |
| Paris | 427 | 1,536 |
| Prague | 3,119 | 11,227 |
| Singapore | 374 | 1,345 |
| Zug | 135 | 488 |
| Other locations | 348 | 1,253 |
| Total | 80,309 | 289,113 |

In the financial year 2019, a total of 1,407 MWh of energy (5065.7796 GJ) was sold or fed.

The conversion of megawatt hours into gigajoules is based on standardised conversion factors. Otherwise, commonly accepted standard factors such as DEFRA or IEA are used.

302-2 Energy consumption for business trips (shuttle bus between Eschborn and Luxembourg, company cars and flights) ✓

We do not collect data on the average fuel consumption for our company cars; instead, we used the national average for new car registrations (5.9 l / 100 km). Energy consumption figures for flights taken as part of business trips are based on the person kilometres flown. The average figure for this published by the Bundesverband der Deutschen Luftverkehrswirtschaft (BDL, the German Aviation Association) is 3.64 l / 100 km per passenger. The consumption values of the shuttle buses are based on the data of the transport company (depending on the size of the bus between 10 l and 29 l / 100 km).

| Mode of transport | GJ |
|-------------------|---------------|
| Shuttle bus | 1,411 |
| Company car | 22,743 |
| Flight | 24,117 |
| Total | 48,271 |

302-3 Annual report 2019, "Deutsche Börse Group: key performance figures" ✓

Energy consumption from 302-1: 289,113 GJ

Energy consumption from 302-2: 48,271 GJ

2019 net revenue in € million: 2,936.0

GJ / net revenue in € million: 114.9 GJ / € million

Water303-3 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Water consumption from municipal sources

| Location | m ³ |
|--------------------|----------------|
| Frankfurt/Eschborn | 38,205 |
| Luxembourg | 25,393 |
| Prague | 10,297 |
| Leipzig | 1,629 |
| Amsterdam | 355 |
| Paris | 1,241 |
| New York | 659 |
| Cork | 9,666 |
| London | 2,397 |
| Chicago | 723 |
| Hong Kong | 39 |
| Singapore | 151 |
| Zug | 2,494 |
| Other locations | 631 |
| Total | 93,880 |

The figures given in the table are taken from meter readings. Due to evaporation, the volume of water withdrawn in some locations is higher than the amount of water discharged.

303-4 Wastewater discharges to municipal sewage treatment plants. Wastewater discharge at some locations is lower than water withdrawn due to evaporation. ✓

Water consumption per year

| Location | m ³ |
|--------------------|----------------|
| Frankfurt/Eschborn | 34,718 |
| Luxembourg | 25,393 |
| Prague | 10,297 |
| Leipzig | 1,629 |
| Amsterdam | 355 |
| Paris | 1,241 |
| New York | 659 |
| Cork | 9,666 |
| London | 2,397 |
| Chicago | 723 |
| Hong Kong | 39 |
| Singapore | 151 |
| Zug | 2,494 |
| Other locations | 631 |
| Total | 90,393 |

Emissions305-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓**Scope 1 CO2 emissions (in t)**

Total gas emissions (Frankfurt/Eschborn, Amsterdam, Cork, London, Paris, Zug): 5,831

Emission factors (gas)Amsterdam: 236 g CO₂ / kWhFrankfurt/Eschborn: 202 g CO₂ / kWhLondon: 236 g CO₂ / kWhCork: 185 g CO₂ / kWhParis: 236 g CO₂ / kWhZurich/Zug: 236 g CO₂ / kWh

The emission factors come from the local energy suppliers.

305-2

<https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental>

Emission factors

| Locations | Electricity (g CO ₂ / kWh) | Heaters (g CO ₂ / kWh) |
|------------------------|--|--------------------------------------|
| Frankfurt/Eschborn | 0 | 175 |
| Luxembourg | 0 | 235,6 |
| Prague | 184 | 335 |
| Cork | 0 | n. a. |
| London | 527 | n. a. |
| Chicago | 411 | 236 |
| Hong Kong | 800 | 236 |
| Singapore | 433 | 236 |
| Zug | 0 | n. a. |
| Frankfurt Grüneburgweg | 204 | n. a. |
| Leipzig | 0 | 195 |
| New York (Clearstream) | 690 | 236 |
| New York (360T) | 425 | 236 |
| Amsterdam | 398 | n. a. |
| Paris | 300 | n. a. |
| Other locations | 398 | 236 |

Where available, the emission factors of the local energy suppliers are used.

Emissions – Scope 2

| Locations | Electricity (t CO ₂) | Heating (t CO ₂) |
|------------------------|----------------------------------|------------------------------|
| Frankfurt/Eschborn | 0 | 136 |
| Luxembourg | 0 | 349 |
| Prague | 466 | 199 |
| Cork | 0 | n. a. |
| London | 317 | n. a. |
| Chicago | 127 | 21 |
| Hong Kong | 50 | 9 |
| Singapore | 93 | 37 |
| Zug | 0 | n. a. |
| Frankfurt Grüneburgweg | 46 | n. a. |
| Leipzig | 0 | 26 |
| New York (Clearstream) | 64 | n. a. |
| New York (360T) | 33 | 21 |
| Amsterdam | 15 | n. a. |
| Paris | 82 | n. a. |
| Other locations | 107 | 19 |
| Total | 1,400 | 817 |

Total Scope 2 CO₂ emissions for 2019 were 2,217 tonnes.

305-3

<https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental>More indirect CO₂ emissions – Scope 3

| Mode of travel | t |
|----------------|--------------|
| Company car | 1,589 |
| Shuttle bus | 97 |
| Flights | 3,426 |
| Total | 5,112 |

We use MAN factors for emissions from company cars and shuttle buses and the generally accepted DEFRA standard factors for flights. These emission factors are applied to the distance in kilometres driven/flown, which we obtain from the Group-wide travel agency.

| | | |
|-------|--|---|
| 305-4 | Annual report 2019, "Deutsche Börse Group key performance figures" | ✓ |
|-------|--|---|

Scope 1 emissions from 305-1: 5,831 t
 Scope 2 emissions from 305-2: 2,217 t
 Scope 3 emissions from 305-3: 5,112 t

Intensity ratio: tonnes of CO2 per 1 million € net revenue: 4.48

Waste

| | | |
|-------|-------|---|
| 306-2 | Waste | ✓ |
|-------|-------|---|

| Type | t |
|---------------|--------------|
| Hazardous | 23 |
| Non-hazardous | 279 |
| Recycled | 255 |
| Composted | 312 |
| Unclassified | 247 |
| Total | 1,116 |

Hazardous waste is only classified as such at our Frankfurt/Eschborn and Luxembourg locations.

Deutsche Börse Group area for action: human capital development

Category: social

| | | |
|-------|---|---|
| 103-1 | Annual report 2019, "Employees" https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas | ✓ |
| 103-2 | Annual report 2019, "Employees" https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/guiding-principles | ✓ |
| 103-3 | Annual report 2019, "Employees" | ✓ |

Employment

401-1

✓

Joiners and leavers by gender in 2019

| | Joiners | | | Leavers | | | |
|-----------------------------|------------|------------|-------------|------------|------------|------------|--|
| | Male | Female | Total | Male | Female | Total | |
| Deutsche Börse AG | | | | | | | |
| All locations | 125 | 76 | 201 | 54 | 39 | 93 | |
| Deutsche Börse Group | | | | | | | |
| Germany | 255 | 156 | 411 | 107 | 70 | 177 | |
| Luxembourg | 65 | 39 | 104 | 36 | 24 | 60 | |
| Czech Republic | 144 | 75 | 219 | 65 | 29 | 94 | |
| Ireland | 73 | 55 | 128 | 31 | 31 | 62 | |
| Other locations | 156 | 88 | 244 | 101 | 52 | 153 | |
| Total | 693 | 413 | 1106 | 340 | 206 | 546 | |

Joiners and leavers by age in 2019

| | 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 | |
| Deutsche Börse AG | | | | | | | | |
| All locations | 84 | 77 | 30 | 10 | 19 | 38 | 20 | 16 |
| Deutsche Börse Group | | | | | | | | |
| Germany | 156 | 181 | 61 | 13 | 32 | 92 | 32 | 21 |
| Luxembourg | 49 | 31 | 20 | 4 | 14 | 28 | 12 | 6 |
| Czech Republic | 97 | 90 | 30 | 2 | 33 | 43 | 17 | 1 |
| Ireland | 93 | 33 | 2 | 0 | 26 | 26 | 8 | 2 |
| Other locations | 109 | 82 | 34 | 19 | 43 | 64 | 26 | 20 |
| Total | 504 | 417 | 147 | 38 | 148 | 253 | 95 | 50 |

Annual report 2019, "Key data on Deutsche Börse Group's workforce as at 31 December 2019"

401-2

✓

Annual report 2019, "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 2019 | | Returned from parental leave in 2019 | | Multiple-year return ratio ¹⁾ | | |
|----------------------|--------------------------------|--------|--------------------------------------|--------|--|-------------|--|
| | Male | Female | Male | Female | Male % | Female % | |
| | | | | | | | |
| Deutsche Börse AG | 28 | 31 | 28 | 19 | 93 | 100 | |
| Deutsche Börse Group | 78 | 110 | 71 | 89 | 94 | 97 | |

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.

1) Employees whose parental leave ended in 2019 and who have remained with the company

Training and education

404-1

✓

Key figures on staff training in 2019

| | Deutsche Börse AG | | | Deutsche Börse Group | | |
|---|-------------------|--------|--------|----------------------|--------|---------|
| | Male | Female | Total | Male | Female | Total |
| Average number of training days per employee | 4.1 | 3.6 | 3.9 | 3.3 | 3.2 | 3.3 |
| Average number of training days per FTE ¹⁾ | 4.2 | 4.3 | 4.2 | 3.4 | 3.8 | 3.5 |
| Number of hours | 30,221 | 15,652 | 45,873 | 99,521 | 60,823 | 160,344 |
| Thereof managers | 6.9% | 9.5% | 7.8% | 7.1% | 4.5% | 6.1% |
| Thereof employees | 93.1% | 90.5% | 92.2% | 92.9% | 95.5% | 93.9% |

1) FTE = full-time equivalent

404-3

✓

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. 95 per cent of employees recorded in Deutsche Börse Group's internal staff performance appraisal system received an assessment last year. The remaining 5 per cent are subject to the following special provisions:

- In accordance with the company agreement, German employees aged 59 and over can waive the annual assessment and target agreement process.
- Newly hired employees receive an assessment and target agreement for the first time following their probationary period.

The appraisal system is applied equally to female and male employees. For managerial staff, a separate target-agreement system exists, which is used for all managerial staff to hold discussions.

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.

Since the assessment system is equally applied to women and men, there is no separate gender classification.

Diversity and equal opportunity

405-1

✓

For data protection reasons further diversity aspects are not listed here.

- Annual report 2019, "Target figures for the proportion of female executives beneath the Executive Board"
- Annual report 2019, "Diversity concept for the Executive Board and the Supervisory Board"
- Annual report 2019, "Targets for composition and qualification requirements of the Supervisory Board"
- Annual report 2019, "Share of women holding management positions"
- Annual report 2019, "Promoting diversity and gender equality"
- Annual report 2019, "Measures to promote women"
- Annual report 2019, "Key data on Deutsche Börse Group's workforce as at 31 December 2019"

405-2

✓

To counteract the systematic discrimination of women or men in remuneration, Deutsche Börse AG regularly analyses whether there are gender-specific differences in compensation for employees in Germany. Detailed information on the analysis results is confidential and therefore not listed here.

Deutsche Börse Group area for action: good governance

103-1

<https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas>

✓

Anti-bribery and corruption

Annual report 2019, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management>

103-2

✓

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/guiding-principles>

Anti-Bribery and corruption

Annual report 2019, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management>

| | | |
|--|--|---|
| 103-3 | <u>Anti-Bribery and corruption</u> Annual report 2019, "Central non-financial key performance figures: corruption and data protection" | ✓ |
| | <u>Respect for human rights</u> https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/governance "Central non-financial key indicator: respect for human rights" | |
| Human rights assessment | | |
| 412-3 | https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management | ✓ |
| Non-discrimination | | |
| 406-1 | Annual report 2019, "Promoting diversity and gender equality" | ✓ |
| GRI material aspect: freedom of association and collective bargaining | | |
| 407-1 | Annual report 2019, "Code of conduct for suppliers" https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management | ✓ |
| GRI material aspect: child labour | | |
| 408-1 | Annual report 2019, "Code of conduct for suppliers" https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management | ✓ |
| GRI material aspect: forced or compulsory labour | | |
| 409-1 | Annual report 2019, "Code of conduct for suppliers" https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management | ✓ |
| GRI material aspect: supplier human rights assessment | | |
| 414-1 | https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management | ✓ |
| 414-2 | https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management Since the supplier survey could not identify any risky suppliers, there are no negative social impacts to be reported. Deutsche Börse Group voluntarily 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 "Employees" section of the non-financial statement, as well as on our website , which focuses on the Group's procurement management. | ✓ There is no separate statement of the percentage of new suppliers examined on the basis of social criteria. |
| GRI material aspect: anti-corruption | | |
| 205-1 | Annual report 2019, "Compliance – including combat against corruption and bribery" Annual report 2019, "Central non-financial key performance figures: corruption and data protection" | ✓✓ |
| 205-2 | Annual report 2019, "Non-financial key performance figures: corruption and data protection" 2019: 97 per cent of the target workforce for ABC training measures completed the training in 2019. The guideline is part of the Deutsche Börse Group Compliance Manual. It is recognised by all business partners upon signing the framework agreement. | ✓ Information by region and employee category is currently not available. Since the Compliance function of Deutsche Börse Group is responsible for the entire Group, we pursue a uniform approach throughout the Group, regardless of employee category or region. |
| 205-3 | Annual report 2019, "Central non-financial key performance figures: corruption and data protection" Annual report 2019, "Legal disputes and business practice" | ✓ |
| Deutsche Börse Group area for action: brand management | | |
| Brand management and customer satisfaction | Annual report 2019, "Customer satisfaction" Annual report 2019, "Product matters" | ✓✓ |
| Deutsche Börse Group area for action: stable, transparent and fair markets | | |
| Stable, transparent and fair markets | Annual report 2019, "Stable, transparent and fair markets" Annual report 2019, "Non-financial key indicators: social matters" | ✓✓ |
| Deutsche Börse Group area for action: sustainable product and service portfolio | | |
| Sustainable indices | Annual report 2019, "Sustainable index products" | ✓✓ |
| Deutsche Börse area for action: stakeholder engagement | | |
| See 102-40 to 102-44 | https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/green-and-sustainable-finance-cluster-germany | ✓ |

Acknowledgement

Published by

Deutsche Börse AG
60485 Frankfurt/Main
Germany
www.deutsche-boerse.com

Concept and layout

Deutsche Börse AG, Frankfurt/Main
Kirchhoff Consult AG, Hamburg

Photographs

Getty Images/instamatics

Financial reporting system

Combined management report, consolidated financial statements and notes produced in-house using firesys and SmartNotes.

Publication date

13 March 2020

The German version of this report is legally binding.
The company cannot be held responsible for any misunderstanding or misinterpretation arising from this translation.

Reproduction – in total or in part – only with the written permission of the publisher

We would like to thank all colleagues and service providers who participated in the compilation of this report for their friendly support.

Publications service

The annual report 2019 is both available in German and English.

The annual report 2019 of Deutsche Börse Group is available as pdf on the internet:

www.deutsche-boerse.com/annual_report

Contact

Investor Relations

E-Mail ir@deutsche-boerse.com
Phone +49-(0) 69-2 11-1 16 70
Fax +49-(0) 69-2 11-1 46 08
www.deutsche-boerse.com/ir_e

Group Sustainability

E-Mail group-sustainability@deutsche-boerse.com
Phone +49-(0) 69-2 11-1 42 26
Fax +49-(0) 69-2 11-61 42 26
www.deutsche-boerse.com/sustainability

Group Communications & Marketing

E-Mail corporate.report@deutsche-boerse.com
Phone +49-(0) 69-2 11-1 49 84
Fax +49-(0) 69-2 11-61 49 84

Registered trademarks

The following names or designations are registered trademarks of Deutsche Börse AG or a Deutsche Börse Group:

C7®, DAX®, Deutsche Börse Venture Network®, ERS®, Eurex®, Eurex Bonds®, Eurex Clearing Prisma®, Eurex Repo®, F7®, FWB®, GC Pooling®, M7®, MDAX®, ÖkoDAX®, SDAX®, T7®, TecDAX®, VDAX®, Vestima®, Xetra® und Xetra-Gold® sind eingetragene Marken der Deutsche Börse AG. 360T® ist eine eingetragene Marke der 360 Treasury Systems AG. EURO STOXX®, EURO STOXX 50®, iSTOXX® und STOXX® Europe 600 Financials sind eingetragene Marken der STOXX Ltd. TRADEGATE® ist eine eingetragene Marke der Tradegate AG Wertpapierhandelsbank CFF®, Vestima® und Xemac® are registered trademarks of Clearstream International S.A. EEX® is a registered trademark of European Energy Exchange AG.