

## This report was prepared in accordance with the GRI Standards, reporting option "Core".

GRI- Indicator	Section/comment	Assurance provided	Omissions	UNGC <sup>1</sup>
General stand	dard disclosures			
Organisation	al profile			
102-1	Annual report 2021, "Deutsche Börse: Fundamental information about the Group"	<b>√</b>		
102-2	Annual report 2021, "Deutsche Börse: Fundamental information about the Group"	<b>√</b>		
	No brands, products or services of Deutsche Börse Group are affected by a ban.			
102-3	Annual report 2021, "Deutsche Börse: Fundamental information about the Group"	<b>√</b>		
102-4	Annual report 2021, "34. List of shareholdings"	<b>√</b>		
102-5	Annual report 2021, "Deutsche Börse: Fundamental information about the Group"	<b>√</b>		
102-6	Annual report 2021, "Deutsche Börse: Fundamental information about the Group" https://www.deutsche-boerse.com/dbg-en/our-company/contact/addresses	·		
102-7	Annual report 2021, "Deutsche Börse Group: five-year overview"			
	Annual report 2021, Key data on Deutsche Börse Group's workforce as at 31 December 2021"			
102-8	Annual report 2021, "Key data on Deutsche Börse Group's workforce as at 31 December 2021"	<b>√</b>		6
	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.			
	The data used to collect the "Key data on Deutsche Börse Group's workforce as at 31 December 2021" was recorded in SAP SuccessFactors as well as SAP HCM and consolidated, analyzed and prepared in a data model.			
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.	<b>~</b>		3
102-10	Changes regarding the size, structure and ownership of the organisation or its supply chain, see: Annual report 2021, "Deutsche Börse: Fundamental information about the Group"	<b>√</b>	_	
	No significant changes have been made to supplier location, supply chain structure or supplier selection.			
102-11	Annual report 2021, "Letter from the CEO"	<b>√</b>		
	Annual report 2021, "ESG: Commitment and opportunity for Deutsche Börse"			
	Annual report 2021, "Climate strategy and reporting"			
	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.			
102-12	Annual report 2021, "Information on corporate governance practices"			
102-13	https://deutsche-boerse.com/dbg-en/sustainability/our-social- environment/memberships	<b>√</b>		1
102-41	The proportion of employees covered by collective bargaining agreements in the year 2021 was 33 per cent.	√ <u></u>		3
Strategy	<del></del>			
102-14 Ethics and int	Annual report 2021, "Letter from the CEO" tegrity	<b>√</b>		1-10
102-16	Annual report 2021, "Information on corporate governance practices"	<b>✓</b>		10

 $<sup>{</sup>f 1}$  Not part of the audit of the GRI Content Index

Governance				
102-18	Annual report 2021, "Deutsche Börse AG's Executive Board"	<b>√</b>		
102 10	Annual report 2021, "Deutsche Börse AG's Supervisory Board"			
	Annual report 2021, "Report of the Supervisory Board"			
	Annual report 2021, "Working practices of the Executive Board and the			
	Supervisory Board"			
Stakeholder en	Annual report 2021, "ESG: Commitment and opportunity for Deutsche Börse"			
102-40				
102-40	Annual report 2021, "Our stakeholder engagement"	•		
102.42	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value-contribution			
102-42	Annual report 2021, "Our stakeholder engagement"	v		
	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value- contribution/stakeholder-management			
	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value-			
	contribution/materiality-analysis			
102-43	Annual report 2021, "Our stakeholder engagement"			
	Annual report 2021, "Product quality and customer satisfaction"			
	Annual report 2021, "Employer attractiveness"			
	https://deutsche-boerse.com/dbg-en/sustainability/our-value-			
102-44	contribution/materiality-analysis			
102 44	Annual report 2021, "Product quality and customer satisfaction" Annual report 2021, "Employer attractiveness"			
	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value-			
	contribution/materiality-analysis			
dentified mate	erial aspects and boundaries			
102-45	Annual report 2021, "34. List of shareholdings"	<b>√</b>		
	If reference is made to a different basis of consolidation, this will be indicated in			
	the text or a footnote.			
102-46	Annual report 2021, "About this report"	✓		
	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value- contribution/materiality-analysis			
102-47	https://www.deutsche-boerse.com/dbg-en/sustainability/our-value-			
102-47	contribution/materiality-analysis	·		
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		<del>.</del>	
Report profile				
102-50	01.01.2021–31.12.2021	<b>√</b>	-	
102-51	11.03.2021			
102-52	Annually			
102-53	https://deutsche-boerse.com/dbg-en/sustainability/contacts			
102-54	Annual report 2021, "About this report"			
102 54	https://deutsche-boerse.com/dbg-en/sustainability/esg-reporting-ratings/gri			
102-55	https://deutsche-boerse.com/dbg-en/sustainability/esg-reporting-ratings/gri			
102-56	Annual report 2021, "About this report"			
102 30	Annual report 2021, "Supervisory Board committees in the reporting year:			
	composition and responsibilities"			
	Annual report 2021, "Accounting and auditing"			
Specific standa	rd disclosure			
Deutsche Börse	e Group area for action: economic performance			
Category: econ	nomic			
Economic perfo	ormance			
103-1	Annual report 2021, "Letter from the CEO"	<b>√</b>		
	Annual report 2021, "What we achieved in 2021"			
	Annual report 2021, "Our strategy and steering parameters"			
	https://deutsche-boerse.com/dbg-en/sustainability/our-value-			
102.2	contribution/materiality-analysis			
103-2	Annual report 2021, "Letter from the CEO"	•		
	Annual report 2021, "How we add value"  Annual report 2021, "Our strategy and steering parameters"			
	Annual report 2021, "Our strategy and steering parameters" https://deutsche-boerse.com/dbg-en/sustainability/our-value-			
	contribution/materiality-analysis			
103-3	Annual report 2021, "Letter from the CEO"			
	Annual report 2021, "Internal management"			
	https://deutsche-boerse.com/dbg-en/sustainability/our-value-			
	contribution/materiality-analysis			

depreciation and third-party costs. In 2021, the value added of the Deutsche 80xx Group amounted to 2,735. Mol. C(2002. 240.08 Mol. C). The distribution of the value added shows, that a large part of it flows back into the economy. 23 per cerel (617.9 Mile. C) per term (10.02 Mile. C). The electrical properties of the components of the precision of the value added shows, that a large part of it flows back into the economy. 23 per cerel (617.9 Mile. C) per cere, (63.8 Mile. C) was stributioned payments. The personnel expenses in form of salaries and other compensation components is anounted to 37 per cere (10.02 Mile. C). These were pain in the amount of 15 per cerel (44.4 Mile. C). I per cerel (63.8 Mile. C) was stributioned to providers of Mol. C) is used for instance for investments in growthy of 129 per cerel (63.3.).  Mol. C) is used for instance for investments in growthy of 129 per cerel (63.3.).  Indirect economic impacts  ID3-1  Annual report 2021, Jour social environment*  Annual report 2021, Jour social envir	especiation and third-party costs in 2012. He value added of the Best-Science Stoke Group anounted to 2,773 Mov. Ecopol. 2010 RN to 5, 11 will design a cost of critical party of the cost	201-1	The value added is calculated as the comp					
Bones Group amounted to 2,737.5 Mio. C (2020; 2,900 Mio. C). The distribution of the value added shows, that a large part of if flows busk in the to economy; 23 per cent (617.9 Mio. C). benefited shareholders in form of dividend playments. The personnel expenses in from of slarities and other compensation components amounted to 37 per cent (1,002.1 Mio. C). Taxes were paid in the amount of 16 per cent (144.4 Mio. C). Taxes were paid in the amount of 16 per cent (144.4 Mio. C). Taxes were paid in the amount of 16 per cent (144.4 Mio. C). Taxes were paid in the amount of 16 per cent (144.4 Mio. C). It per cent (139.8 Mio. (1) was trainfalled to providers of debt. capital. The value added renaming in the company of 25 per cent (633.3 Mio. C). It is useful or instance for investments in growth institutes.    103-1	Bores Group amounted to 2,737.5 Millo & (2020: 2,4000 Millo &). The distribution of the value added shows, that a large part of it flows back into the economy: 33 per cent (612 9 Millo &) benefited shareholders in form of individend payments. The personnel expenses in form of slatiders and other compensation components amounted to 37 per cent (13,002.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes were paid in the amount of 16 per cent (14,004.1 Millo &). Taxes and taxes were paid to 1,004.1 Millo &). Taxes and taxes were paid to 1,004.1 Millo &). Taxes and taxes were paid taxe			any's performance	after deduction of	✓		
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Annual report 2021, J-How we add value" Annual report 2021 Annual report 2021, J-How we add value" Annual report 2021 An	Annual report 2011, Linow we add value" Annual report 2021, Lour social environment"  103-3 Annual report 2021, Linow we add value" Annual report 2021, Linow we add value environment was a considered to the control of the control o		• • • • • • • • • • • • • • • • • • • •					
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Energy  302-1  Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)	Energy  302-1  Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)  Location  MWh GJ	Material	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX	tainability/our-sociat nts relevant for De  3 0 1 3.4	al- utsche Börse are t 2 7 7			
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302-1  Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)	Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)  Location MWh GJ	Material	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG	tainability/our-sociat nts relevant for De  3 0. 1 3.4	al- utsche Börse are t 2 7 7			
Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)	Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)  Location MWh GJ	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG	tainability/our-sociat nts relevant for De  3 0. 1 3.4	al- utsche Börse are t 2 7 7			
gigajoule (GJ)	gigajoule (GJ)  Location MWh GJ	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG	tainability/our-sociat nts relevant for De  3 0. 1 3.4	al- utsche Börse are t 2 7 7			
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LOGGIOTI WIWII UJ	America 2.910.4 12.747.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heatingigajoule (GJ)	atainability/our-sociat  Ints relevant for De  3 0 1 3 22 ang) in megawatt ho	t 2 7 7 4 3 3 3 3 a surs (MWh) and			
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America         3,810.4         13,717.5           Asia/Pacific         1,242.5         4.473,0	Asia/Pacific 1,242.5 4.473,0	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heatingigajoule (GJ) Location America	tainability/our-sociat nts relevant for De  3.: 0.: 1.: 3 22.: ng) in megawatt ho  MWh 3,810.4	utsche Börse are  t 2 7 7 4 3 3 urs (MWh) and  GJ 13,717.5			
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Asia/Pacific         1,242.5         4.473,0           Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total	3 0 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9	ttsche Börse are  t 2 7 7 4 3 3  urs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5			
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Asia/Pacific       1,242.5       4.473,0         Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3	ttsche Börse are  tt 2 7 7 4 3 3 3  aurs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1			
Asia/Pacific       1,242.5       4.473,0         Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1           Thereof non-renewable energies         27,992.6         100,773.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6	t t 2 7 7 7 4 3 3 3 3 3 3 5 5 5 5 5 5 5 5 5 5 5 5 5			
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America 3,810.4 13,717.5		Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heatingigajoule (GJ) Location	tainability/our-sociat nts relevant for De  3 0. 1 3 22 ng) in megawatt ho	utsche Börse are  t 2 7 7 4 3 3 urs (MWh) and			
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Asia/Pacific         1,242.5         4.473,0           Europe         71,590.0         257,724.0	Europe 71,590.0 257,724.0	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-management For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe	3 3 0.: 1 3 13 22.: nng) in megawatt ho  Mwh 3,810.4 1,242.5 71,590.0	ttsche Börse are  t 2 7 7 4 3 3 urrs (MWh) and  GJ 13,717.5 4.473,0 257,724.0			
Asia/Pacific         1,242.5         4.473,0           Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total	3 0 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9	ttsche Börse are  t 2 7 7 4 3 3  urs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5			
Asia/Pacific         1,242.5         4.473,0           Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total	3 0 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9	ttsche Börse are  t 2 7 7 4 3 3  urs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5			
Asia/Pacific       1,242.5       4.473,0         Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3	ttsche Börse are  tt 2 7 7 4 3 3 3  aurs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1			
Asia/Pacific       1,242.5       4.473,0         Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3	ttsche Börse are  tt 2 7 7 4 3 3 3  aurs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1			
Asia/Pacific       1,242.5       4.473,0         Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1         Thereof non-renewable energies       27,992.6       100,773.5	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1           Thereof non-renewable energies         27,992.6         100,773.5	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6	t t 2 7 7 7 4 3 3 3 3 3 3 5 5 5 5 5 5 5 5 5 5 5 5 5			
Asia/Pacific 1,242.5 4.473,0  Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1           Thereof non-renewable energies         27,992.6         100,773.5   In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-management For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies In the financial year 2021, a total of 1,127	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6	t t 2 7 7 7 4 3 3 3 3 3 3 5 5 5 5 5 5 5 5 5 5 5 5 5			
Asia/Pacific 1,242.5 4.473,0  Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was	Europe         71,590.0         257,724.0           Deutsche Börse Group total         76,642.9         275,914.5           Thereof renewable energies         48,650.3         175,141.1           Thereof non-renewable energies         27,992.6         100,773.5   In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-management For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igagioule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies In the financial year 2021, a total of 1,127	3 0 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6	t t 2 7 7 7 4 3 3 3 3 3 3 5 5 5 5 5 5 5 5 5 5 5 5 5			
Asia/Pacific 1,242.5 4.473,0  Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.	Europe       71,590.0       257,724.0         Deutsche Börse Group total       76,642.9       275,914.5         Thereof renewable energies       48,650.3       175,141.1         Thereof non-renewable energies       27,992.6       100,773.5         In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies In the financial year 2021, a total of 1,127 sold or fed.	3 0.: 1 3 13 22 ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6  MWh of energy (40	ttsche Börse are  t 2 7 7 4 3 3 3  burs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1 100,773.5			
Asia/Pacific 1,242.5 4.473,0  Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.  The conversion of megawatt hours into gigajoules is based on standardized	Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.  The conversion of megawatt hours into gigajoules is based on standardized	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igia joule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies In the financial year 2021, a total of 1,127 sold or fed.  The conversion of megawatt hours into gig	3.3. 0. 13.3. 22.3. ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6  MWh of energy (40 gajoules is based or	ttsche Börse are  t 2 7 7 4 3 3 3  durs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1 100,773.5  056.3684 GJ) was			
Asia/Pacific 1,242.5 4.473,0  Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.	Europe 71,590.0 257,724.0  Deutsche Börse Group total 76,642.9 275,914.5  Thereof renewable energies 48,650.3 175,141.1  Thereof non-renewable energies 27,992.6 100,773.5  In the financial year 2021, a total of 1,127 MWh of energy (4056.3684 GJ) was sold or fed.  The conversion of megawatt hours into gigajoules is based on standardized conversion factors. Otherwise, commonly accepted standard factors such as	Material 301-1	contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sust environment/environmental-managemen For the specific indicators, only requireme included in the report.  Paper consumption in tonnes Entity ISS 360T Qontigo EEX DBAG Total  Energy consumption (electricity and heating igajoule (GJ) Location America Asia/Pacific Europe Deutsche Börse Group total Thereof renewable energies Thereof non-renewable energies In the financial year 2021, a total of 1,127 sold or fed.  The conversion of megawatt hours into gig conversion factors. Otherwise, commonly	3.3. 0. 13.3. 22.3. ng) in megawatt ho  MWh 3,810.4 1,242.5 71,590.0 76,642.9 48,650.3 27,992.6  MWh of energy (40 gajoules is based or	ttsche Börse are  t 2 7 7 4 3 3 3  durs (MWh) and  GJ 13,717.5 4.473,0 257,724.0 275,914.5 175,141.1 100,773.5  056.3684 GJ) was			

	A		- 2024#			-/		
302-3	Annual report 2021, "W	nat we achieved i	n 2021"			v		
	Energy consumption fro	m 302-1: 275,915	GJ GJ					
	2021 net revenue in € m	illion: 3,509.5						
	GJ / net revenue in € mil	llion: 78.61 GJ / €	million					
Emissions		/ -						
305-1						<b>√</b>		
	Scope 1 CO <sub>2</sub> emissions (	in t)						
	Location		1 Emissions (t	<u>(0)</u>				
	<del></del>	эсоре						
	America			80.9				
	Asia/Pacific			16.4				
	Europe		9	66.3				
	Deutsche Börse Group t	otal	1,0	63.6				
				<u></u>				
	The emission factors cor	ne from the local	energy supplie	ers or from the	Ecoinvent			
	database.							
305-2						✓		
	The emission factors cor	ne from the local	energy supplie	ers or from the	Ecoinvent			
	database.							
	Scope 2 CO <sub>2</sub> emissions	Electricity Hea	ting (t CO <sub>2</sub> )	Cooling	Steam			
	(in t)	(t CO <sub>2</sub> )		(t CO <sub>2</sub> )	(t CO <sub>2</sub> )			
	Location							
	America	1,350.9	32.6	1.0	0			
		546.5	0	0	0			
	Asia/Pacific				464.			
	Asia/Pacific Europe	453.0	362.9	13.1	164.5			
	-		362.9 <b>395.5</b>	13.1 14.1	164.5 164.5			
	Europe	453.0						
	Europe  Deutsche Börse Group	453.0						
	Europe  Deutsche Börse Group	453.0 <b>2,350.4</b>	395.5	14.1				
305-3	Europe  Deutsche Börse Group total	453.0 <b>2,350.4</b>	395.5	14.1				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	14.1		<b>√</b>		
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	14.1				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	14.1 nes.				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	14.1 nnes. t				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	t 1,333.6 655.2		<b>-</b> √ -		
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	t 1,333.6 655.2				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	t 1,333.6 655.2				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus	453.0 <b>2,350.4</b> ions for 2021 wer	395.5	t 1,333.6 655.2				
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus	453.0 2,350.4 ions for 2021 wer ions – Scope 3	395.5	14.1  nes.  t 1,333.6 655.2 0 1,988.8	164.5			
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted E	ions for 2021 wer ions – Scope 3	age to the coron	t 1,333.6 655.2 0 1,988.8 na pandemic. W	164.5			
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted Efactors are applied to the	453.0  2,350.4  ions for 2021 wer  ions – Scope 3  rips took place du DEFRA standard fa e distance in kilor	age to the coron actors for flight metres flown, v	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain	164.5			
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted I factors are applied to the the Group-wide travel agents.	ions for 2021 wer ions – Scope 3  rips took place du DEFRA standard fa e distance in kilor gency. For compa	age to the coronactors for flight metres flown, vary cars we use	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor	164.5			
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel a corresponding to the car	ions for 2021 wer ions – Scope 3  rips took place du DEFRA standard fa e distance in kilor gency. For compa	age to the coronactors for flight metres flown, vary cars we use	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor	164.5			
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted I factors are applied to the the Group-wide travel accorresponding to the call factors from Ecoinvent.	ions for 2021 wer ions – Scope 3  rips took place du DEFRA standard fa e distance in kilor gency. For compa	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			9
305-3	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel a corresponding to the car	ions for 2021 wer ions – Scope 3  rips took place du DEFRA standard fa e distance in kilor gency. For compa	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			8
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted I factors are applied to the the Group-wide travel accorresponding to the call factors from Ecoinvent.	ions for 2021 wer ions – Scope 3  rips took place du DEFRA standard fae ef distance in kilor gency. For compar model from valu	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			8
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted Efactors are applied to the Group-wide travel accorresponding to the car factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from	rips took place du DEFRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			8
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted I factors are applied to the the Group-wide travel accorresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Scope 3 emissions from	rips took place du DEFRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			8
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted Efactors are applied to the Group-wide travel accorresponding to the car factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from	rips took place du DEFRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t	age to the coron actors for flight metres flown, vary cars we use sees provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactor	164.5			8
	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted Deactors are applied to the the Group-wide travel accorresponding to the call factors from Ecoinvent.  Annual report 2021, "Pee  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Total: 5,977 t	rips took place du DEFRA standard fae distance in kilor gency. For compar model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t	re 2,924.5 tonr use to the coron actors for flight metres flown, vary cars we use use provided by	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			8
305-4	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus the generally accepted I factors are applied to the the Group-wide travel accorresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Scope 3 emissions from	rips took place du DEFRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t	age to the coron actors for flight metres flown, unity cars we use ites provided by a for Deutsche	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			8
305-4  Deutsche Bö	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel a corresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Total: 5,977 t Intensity ratio: tonnes of	rips took place du DEFRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t	age to the coron actors for flight metres flown, unity cars we use ites provided by a for Deutsche	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			8
305-4  Deutsche Bö Category: so	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel al corresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Total: 5,977 t  Intensity ratio: tonnes o	rips took place du 2FRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t	age to the coron actors for flight metres flown, unity cars we use ites provided by a for Deutsche	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			
Deutsche Bö Category: so 103-1	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel al corresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Total: 5,977 t  Intensity ratio: tonnes o orse Group area for action: hu ocial  Annual report 2021, "Pe	rips took place du 2FRA standard fa e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t f CO <sub>2</sub> per 1 millior man capital deve	age to the coron actors for flight metres flown, unity cars we use ites provided by a for Deutsche	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			6
305-4  Deutsche Bö Category: so	Europe  Deutsche Börse Group total  Total Scope 2 CO <sub>2</sub> -emiss  More indirect CO <sub>2</sub> emiss  Mode of travel  Company car  Flights  Shuttle bus  Total  In 2021, no shuttle bus t the generally accepted I factors are applied to th the Group-wide travel al corresponding to the cal factors from Ecoinvent.  Annual report 2021, "Pe  Scope 1 emissions from Scope 2 emissions from Scope 3 emissions from Total: 5,977 t  Intensity ratio: tonnes o	rips took place du DEFRA standard fe e distance in kilor gency. For compa r model from valu rformance figure: 305-1: 1,063.6 t 305-2: 2,924.5 t 305-3: 1,988.8 t f CO <sub>2</sub> per 1 millior man capital deve	age to the coron actors for flight metres flown, unity cars we use ites provided by a for Deutsche	t 1,333.6 655.2 0 1,988.8 na pandemic. W ts. These emissi which we obtain e emission factor y the manufactur Börse AG"	164.5			

## Employment

401-1

#### Joiners and leavers by gender in 2021

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	107	67	174	57	28	85
Deutsche Börse Group						
Germany	205	159	394	105	73	201
Luxembourg	52	41	93	58	42	100
Czech Republic	112	82	195	58	44	102
Ireland	44	20	64	33	25	58
USA	121	67	199	133	69	208
Other locations	487	377	938	270	203	517
Total	1021	746	1883²	657	456	1186³

## Joiners and leavers by age in 2021

	Joiners				Leavers			
		30 to	40 to	50 years		30 to	40 to	50 years
	Under	39	49	and	Under	39	49	and
	30 years	years	years	older	30 years	years	years	older
Deutsche Börse AG								
All locations	83	62	20	9	17	34	11	24
Deutsche Börse Group								
Germany	155	171	50	16	43	90	29	35
Luxembourg	38	37	13	5	18	24	25	33
Czech Republic	79	79	30	7	26	48	18	4
Ireland	39	7	16	2	35	18	4	1
USA	82	62	26	27	78	72	33	22
Other location	522	194	68	37	251	134	52	45
Total	915	550	203	94	451	386	161	140

Annual report 2021 "Key data on Deutsche Börse Group's workforce as at 31 December 2021"

401-2 Annual report 2021, "Group Share Plan (GSP)"

Services available in all employee categories are not listed individually.

#### Key figures on parental leave

401-3

	Entered par leave in 202		Returned for parental lead 2020		Multiple-ye	ar return
	Male	Female	Male	Female	Male	Female
					%	%
Deutsche Börse AG	18	39	22	38	95%	95%
Deutsche Börse Group	98	164	107	149	97%	91%

<sup>1)</sup> Employees whose parental leave ended in 2021 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.

 $<sup>^{2}\,</sup>$  Due to missing information (e.g. gender or age) "headcounts" of subcategories do not always add up to the total sum

 $<sup>^{3}</sup>$  Due to missing information (e.g. gender or age) "headcounts" of subcategories do not always add up to the total sum

Training and	d education								
404-1								✓	6
	Key figures on staff	training in 2	021						
		Deutsch	he Börse AC	3	Deutsche	Börse Grou	ıp	1	
		Male	Female	Total	Male	Female	Tota		
	Average number of training days per employee	2.0	2.4	2.2	1.8	2.0	1.9		
	Average number of training days per FTE <sup>1)</sup>	2.1	2.8	2.3	1.8	2.3	2.0		
	Number of hours	16,71 9	12,127	28,846	76,986	58,111	135,097		
	Thereof managers	1,194	298	1.493	3,907	1,401	5,309		
	Thereof employees	15,247	11,719	26,966	71,978	55,635	127,613		
	1) FTE = full-time ed	nuivalent							
	in Deutsche Börse ( an assessment last assessment and tar In accordance w over can waive t Newly hired emp first time followi For persons who illness), no asses The appraisal syste separate target-agr	year. There get agreen ith the com he annual a bloyees recong their properties are absent and m is applied	e are sever- ment proce- mpany agre- assessment eive an ass obationary t for a long agreemen d equally to	al exceptions: all exceptionss: ement, Ge t and targe essment a period. period of t on object					
	Subsidiaries not ful use their own appro currently not maint	aisal systen	ns. The dat	a compile	d by these s				
Diversity an	nd equal opportunity								
405-1	Annual report 2021 beneath the Execut Annual report 2021 Supervisory Board" Annual report 2021 of the Supervisory l	tive Board"  , "Diversity  , " Targets	concept f	or the Exe	cutive Board	d and the		✓ For data protection reasons further diversity aspects are not listed here.	6
	Annual report 2021 Annual report 2021 Annual report 2021 December 2021"	, "Promoti	on of diver	sity and in	clusion"		it 31		

103-1	https://deutsche-boerse.com/dbg-en/sustainability/our-value- contribution/materiality-analysis Anti-bribery and corruption Annual report 2021, "Compliance – including measures against corruption and	✓		10
103-1	contribution/materiality-analysis Anti-bribery and corruption	•		10
	Anti-bribery and corruption			
	bribery"			
	Respect for human rights			
	Annual report 2021, "Human rights matters"			
	Annual report 2021, "Promotion of diversity and inclusion"			
103-2	Anti-bribery and corruption	✓		10
	Annual report 2021, "Compliance – including measures against corruption and			
	bribery"			
	Respect for human rights			
	Annual report 2021, "Human rights matters"			
	Annual report 2021, "Promotion of diversity and inclusion"			
103-3	Anti-bribery and corruption	✓		10
	Annual report 2021, "Key non-financial performance indicators: corruption			
	prevention and data protection"			
	Document for human vights			
	Respect for human rights			
	Annual report 2021, "Human rights matters"			
	https://deutsche-boerse.com/dbg-en/sustainability/our-social- environment/procurement			
	Annual report 2021, "Promotion of diversity and inclusion"			
Human rights				
412-3	Annual report 2021, "Human rights matters"			2, 4, 5
412-3	https://deutsche-boerse.com/dbg-en/sustainability/our-social-			2, 4, 3
	environment/procurement			
Non-discrimin				
406-1	Annual report 2021, "Promotion of diversity and inclusion"	<b>√</b>	<del></del>	6
	spect: freedom of association and collective bargaining			
407-1	Annual report 2021, "Code of conduct for suppliers"	<b>✓</b>	<del></del>	3
.0, 1	https://deutsche-boerse.com/dbg-en/sustainability/our-social-			
	environment/procurement			
	Our Code of Conduct for suppliers			
GRI material a	spect: child labour			
408-1	Annual report 2021, "Code of conduct for suppliers"	<b>√</b>	_	5
	https://deutsche-boerse.com/dbg-en/sustainability/our-social-			
	environment/procurement			
	Our Code of Conduct for suppliers			
GRI material a	spect: forced or compulsory labour			
409-1	Annual report 2021, "Code of conduct for suppliers"	<b>√</b>		4
	https://deutsche-boerse.com/dbg-en/sustainability/our-social-			
	environment/procurement			
	Our Code of Conduct for suppliers			
GRI material a	spect: supplier human rights assessment			
414-1	https://deutsche-boerse.com/dbg-en/sustainability/our-social-	<b>✓</b>	There is no separate statement of the	1, 2
	environment/procurement		percentage of new suppliers examined on the basis of social criteria.	
414-2	https://deutsche-boerse.com/dbg-en/sustainability/our-social- environment/procurement	<b>√</b>		1, 2
	Since the supplier survey could not identify any risky suppliers, there are no negative social impacts to be reported. 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.			

GRI material as	spect: anti-corruption			
205-1	Annual report 2021, "Compliance – including measures against corruption and bribery"	<b>√</b>		10
	Annual report 2021, "Key non-financial performance indicators: corruption prevention and data protection"			
205-2	Annual report 2021, "Key non-financial performance indicators: corruption prevention and data protection"	<b>√</b>	Information by region and employee category is currently not available. Since	10
	2021: 90 per cent of the target workforce for ABC training measures completed the training rolled out in the second half of the year in 2021.		the Compliance function of Deutsche Börse Group is responsible for the entire	
	The guideline is part of the Deutsche Börse Group Compliance Manual. It is recognised by all business partners upon signing the framework agreement.		Group, we pursue a uniform approach throughout the Group, regardless of employee category or region.	
205-3	Annual report 2021 "Key non-financial performance indicators: corruption prevention and data protection"	<b>√</b>		10
	Annual report 2021, "Legal disputes and business practice"			
Deutsche Börs	e Group area for action: sustainable product and service portfolio			
103-1	Annual report 2021, "What we achieved in 2021"	<b>✓</b>		
103-2	Annual report 2021, "Our customers and markets"			
103-3	Annual report 2021, "Results of operations"			
Self-defined				
indicator:				
ESG products				
Deutsche Börs	e Group area for action: transparent, stable and fair markets			
103-1	Annual report 2021, "What we achieved in 2021"	✓		
103-2	Annual report 2021, "Stable and secure markets"			
103-3				
Self-defined indicator:				
System availability				

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### **Publications service**

The annual report 2021 is both available in German and English.

The annual report 2021 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
www.deutsche-boerse.com/ir \_ e

## **Group ESG Strategy**

E-Mail group-sustainability@deutsche-boerse.com

Phone +49-(0) 69-2 11-1 24 67 www.deutsche-boerse.com/sustainability

## Financial Accounting & Controlling

E-Mail corporate.report@deutsche-boerse.com

Phone +49-(0) 69-2 11-1 79 80

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