



Deutsche Börse Group

Annual report 2023

GRI Index 2023

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

GRI	Indicator	Section/comment	Omissions
GRI 1: Foundation 1			
Explanation of use: Deutsche Börse AG has reported in accordance with the GRI standards for the period 01.01.2023 to 31.12.2023			
GRI used: GRI 1: Foundation 2021			
Applicable GRI standards (sector-specific): No sector-specific guidelines are applicable			
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1		Annual report 2023, „Deutsche Börse: Fundamental information about the Group“ Annual report 2023, „Note 34“ Deutsche Börse Group - Addresses	
2-2		Annual report 2023, „Note 34“ If reference is made to a different basis of consolidation, this will be indicated in the text or a footnote.	
2-3		Reporting period: 01.01.2023–31.12.2023 Reporting frequency: Annual Date of publication: 15.03.2023 Deutsche Börse Group - Contacts Sustainability	
2-4		The effects of adjustments to information from previous reports and the reasons for such adjustments, if any, will be explained in the text or a footnote	
2-5		Annual report 2023, „About this report“ Annual report 2023, „Supervisory Board committees in the reporting year: composition and responsibilities“ Annual report 2023, „Accounting and auditing“ Annual report 2023, „Deutsche Börse AG (disclosures based on HGB)“	

Activities and workers

2-6	<p>Annual report 2023, „Deutsche Börse: Fundamental information about the Group“ Annual report 2023, „Corporate purpose and value creation process“ Deutsche Börse Group- Addresses</p> <p>The product groups that are material for Deutsche Börse Group’s supply chain are IT- and Business Consulting, energy, information and communications technology, IT services and office equipment. The Group also turns to external suppliers and service providers for marketing services and advertising materials. The Group’s goal is to implement as reliable a supplier strategy as possible and a stable procurement organization; it aims to ensure that all suppliers and manufacturers deliver the price and performance of the products and services agreed.</p> <p>Changes regarding the size, structure and ownership of the organization or its supply chain see: Annual report 2023, „Deutsche Börse: Fundamental information about the Group“ No significant changes have been made to supplier location, supply chain structure or supplier selection.</p>																																																																																															
2-7	<p>Annual report 2023, „Deutsche Börse Group: five-year overview“ Annual report 2023, „Key data on Deutsche Börse Group’s workforce as at 31 December 2023“ Annual report 2023, „Deutsche Börse AG employees“</p> <p>The data for the "Key data on Deutsche Börse Group's workforce as at 31 December 2023" was collected in SAP SuccessFactors and SAP HCM and consolidated, analyzed and prepared in a data model.</p> <table border="1" data-bbox="213 685 1251 1144"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Europe</th> <th colspan="2">North- and Latin America</th> <th colspan="2">Asia</th> <th colspan="2">Australia</th> <th colspan="2">Africa</th> <th rowspan="2">Total</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Number of employees (headcount)</td> <td>6,167</td> <td>3,993</td> <td>1,026</td> <td>517</td> <td>1,321</td> <td>1,236</td> <td>128</td> <td>90</td> <td>1</td> <td>0</td> <td>14,502</td> </tr> <tr> <td>Number of full-time employees (headcount)</td> <td>5,955</td> <td>3,261</td> <td>1,020</td> <td>507</td> <td>1,320</td> <td>1,234</td> <td>125</td> <td>76</td> <td>1</td> <td>0</td> <td>13,522</td> </tr> <tr> <td>Number of part-time employees (headcount)</td> <td>212</td> <td>732</td> <td>6</td> <td>10</td> <td>1</td> <td>2</td> <td>3</td> <td>14</td> <td>0</td> <td>0</td> <td>980</td> </tr> <tr> <td>Number of permanent employees (headcount)</td> <td>6,015</td> <td>3,869</td> <td>1,026</td> <td>516</td> <td>1,316</td> <td>1,234</td> <td>126</td> <td>82</td> <td>1</td> <td>0</td> <td>14,208</td> </tr> <tr> <td>Number of temporary employees (headcount)</td> <td>152</td> <td>124</td> <td>0</td> <td>1</td> <td>5</td> <td>2</td> <td>2</td> <td>8</td> <td>0</td> <td>0</td> <td>294¹⁾</td> </tr> <tr> <td colspan="11">Number of employees with non-safe working hours (headcount)</td> <td></td> </tr> </tbody> </table> <p>¹⁾Due to missing data (gender), "headcounts" of subcategories do not always add up to the total.</p>		Europe		North- and Latin America		Asia		Australia		Africa		Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Number of employees (headcount)	6,167	3,993	1,026	517	1,321	1,236	128	90	1	0	14,502	Number of full-time employees (headcount)	5,955	3,261	1,020	507	1,320	1,234	125	76	1	0	13,522	Number of part-time employees (headcount)	212	732	6	10	1	2	3	14	0	0	980	Number of permanent employees (headcount)	6,015	3,869	1,026	516	1,316	1,234	126	82	1	0	14,208	Number of temporary employees (headcount)	152	124	0	1	5	2	2	8	0	0	294 ¹⁾	Number of employees with non-safe working hours (headcount)												<p>Not applicable</p> <p>No data on the number of employees with non-secure working hours (headcount/FTE), as no contracts exist in this form.</p>
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2-8	<p>The company’s operations are performed almost exclusively by permanent employees and are not subject to seasonal fluctuations.</p>	<p>Information unavailable/incomplete</p> <p>Only employees of Deutsche Börse Group are included; external instruction-bound employees (temporary workers) and contractors are not included.</p>																																																																																														

Governance

2-9	<p>Annual report 2023, „Deutsche Börse AG’s Executive Board“</p> <p>Annual report 2023, „Deutsche Börse AG’s Supervisory Board“</p> <p>Annual report 2023, „Working practices of the Executive Board and the Supervisory Board“</p> <p>Annual report 2023, „Targets for composition and qualification requirements of the Supervisory Board“</p> <p>Annual report 2023, „Diversity concept for the Executive Board and the Supervisory Board“</p> <p>Annual report 2023, „Training and professional development measures for members of the Supervisory Board“</p> <p>Annual report 2023, „Report of the Supervisory Board“</p> <p>Annual report 2023, „Strategy and steering parameters“</p> <p>Annual report 2023, „Our growth initiatives“</p> <p>Annual report 2023, „Independence of Supervisory Board members“</p> <p>Annual report 2023, „Supervisory Board committees in the reporting year: composition and responsibilities“</p> <p>Deutsche Börse Group - Supervisory Board Deutsche Börse AG</p>	
2-10	<p>Annual report 2023, „Diversity concept for the Executive Board and the Supervisory Board“</p> <p>Annual report 2023, „Training and professional development measures for members of the Supervisory Board“</p> <p>Annual report 2023, „Preparing the election of shareholder representatives to the Supervisory Board“</p> <p>Annual report 2023, „Long-term succession planning for the Executive Board“</p> <p>Annual report 2023, „Independence of Supervisory Board members“</p> <p>The Supervisory Board appoints the members of the Executive Board, determines their total remuneration and examines the annual and consolidated financial statements of Deutsche Börse AG as well as the combined management report</p> <p>See Annual Report 2023</p>	
2-11	<p>Annual report 2023, „Deutsche Börse AG’s Executive Board“</p> <p>Annual report 2023, „Working practices of the Executive Board and the Supervisory Board“</p>	
2-12	<p>Annual report 2023, „Strategy and steering parameters“</p> <p>Annual report 2023, „ESG Governance“</p> <p>Annual report 2023, „Supervisory Board committees in the reporting year: composition and responsibilities“</p>	
2-13	<p>Annual report 2023, „ESG Governance“</p> <p>Annual report 2023, „Sustainability in corporate governance“</p>	
2-14	<p>Annual report 2023, „ESG Governance“</p> <p>Annual report 2023, „Sustainability in corporate governance“</p> <p>Annual report 2023, „Supervisory Board committees in the reporting year: composition and responsibilities“</p>	
2-15	<p>Annual report 2023, „Information security“</p> <p>Annual report 2023, „Compliance“</p> <p>Annual report 2023, „Independence of Supervisory Board members“</p> <p>Deutsche Börse Group - Compliance Policy</p> <p>Deutsche Börse Group - Principles on the management of conflicts of interest</p> <p>The design and anchoring of the conflict-of-interest process is regulated in internal procedures and processes.</p>	
2-16	<p>Annual report 2023, „Promotion of diversity and inclusion“</p> <p>The number (11) of respective cases have been reported in 2023 either by our whistle-blower system, to the respective line management or directly to the local human resources department. All relevant cases requiring further remedial actions have been dealt in a fully compliant manner ensuring a high level of dignity and closed.</p>	
2-17	<p>Annual report 2023, „Sustainability and values“</p> <p>Annual report 2023, „Sustainability in corporate governance“</p>	
2-18	<p>Annual report 2023, „Deutsche Börse AG’s Supervisory Board“</p> <p>Annual report 2023, „Working practices of the Executive Board and the Supervisory Board“</p> <p>Annual report 2023, „Training and professional development measures for members of the Supervisory Board“</p> <p>The Supervisory Board advises and monitors the Executive Board in its management of the company. This also includes issues of sustainability. The Supervisory Board is involved in decisions of fundamental strategic importance to the company. The committees are convened by their chairperson. Each committee member has the right to request that the committee be convened by the Chairman, stating the reason. Meetings shall be convened as often as appears necessary for the proper performance of the committee’s duties.</p>	
2-19	Remuneration Report 2023	
2-20	Remuneration Report 2023 Deutsche Börse Group – Voting results	
2-21		<p>Information unavailable/incomplete</p> <p>At present, only the average value (arithmetic mean) of employee compensation can be calculated, as individual data records are not available for all of the FTEs and income components included.</p>
Strategy, policies and practices		
2-22	<p>Annual report 2023, „Letter from the CEO“</p> <p>Annual report 2023, „Strategy and steering parameters“</p>	

2-23	<p>Annual report 2023, „Letter from the CEO“ Annual report 2023, „Strategy and steering parameters“ Annual report 2023, „Environmental“ Annual report 2023, „Information on corporate governance practices“ Annual report 2023, „Compliance“ Deutsche Börse Group - Our policies and guidelines Deutsche Börse Group - Statement on Human Rights Deutsche Börse Group - Code of conduct for suppliers Deutsche Börse Group - Code of business conduct Deutsche Börse Group takes a holistic approach to its social and environmental responsibility and is committed to the principles of sustainability. In close cooperation with the relevant stakeholders, Deutsche Börse Group pursues a Group-wide sustainability strategy with the aim of sustainably strengthening and securing the Group's economic and social benefits. All compliance policies are approved by the executive boards of the respective legal entities and must be considered in all business activities. Communication on the compliance policies takes place via meetings, training sessions (e.g., classroom or web-based training) and publications on the intranet for all employees and, if necessary, also to external parties.</p>
2-24	<p>Annual report 2023, „Compliance“ Annual report 2023, „Code of business conduct“ Annual report 2023, „Compliance management system“ Annual report 2023, „Key figures: corruption and data protection“ Annual report 2023, „Conduct policies“ Deutsche Börse Group - Compliance Policy Deutsche Börse Group - Code of business conduct Each compliance policy is approved by the management boards of the respective legal entities. The Policy Approval Process has installed a Policy Working Group consisting of various stakeholders. This Policy Working Group is actively involved in the policy process via feedback loops. The specific implementation of the Policy requirements (Group Compliance guidelines) within the Legal Entities is described in internal policies and procedures. Group Compliance trains the relevant employees on the guidelines (e.g., in classroom or web-based training).</p>
2-25	<p>Annual report 2023, „Whistleblower system“ Annual report 2023, „Code of business conduct“ Deutsche Börse Group - Whistleblower system Deutsche Börse Group - Submission and handling of human rights and environmental-related complaints The design and anchoring of the whistleblower system or complaint management is regulated in internal procedures and processes.</p>
2-26	<p>Annual report 2023, „Conduct policies“ Annual report 2023, „Compliance management system“ Annual report 2023, „Compliance organisational structure“ Annual report 2023, „Sector-specific policies“ Annual report 2023, „Risk and control management policies“ Deutsche Börse Group - Compliance Policy Deutsche Börse Group - Whistleblower system The whistleblower system is accessible and applicable to all internal employees and external parties.</p>
2-27	<p>Annual report 2023, „Operational risks“ Annual report 2023, „Key figures: corruption and data protection“ The number (11) of respective cases have been reported in 2023 either by our whistle-blower system, to the respective Line Management or directly to the local Human Resources Department. All relevant cases requiring further remedial actions have been dealt in a fully compliant manner ensuring a high level of dignity and closed.</p>
2-28	<p>Annual report 2023, „Information security“ “Furthermore, we are a full member of national associations (Cyber Security Sharing and Analytics, CSSA), trade associations (World Federation of Exchanges) and international networks (Financial Services Information Sharing and Analysis Center, FS-ISAC) which contribute significantly towards a forward-looking stance vis-à-vis cyber threats, and the development of strategies to fend off such threats.” Deutsche Börse Group - Memberships Deutsche Börse Group – Self-commitments</p>

Stakeholder engagement

2-29 Annual report 2023, „Social environment“
 Annual report 2023, „Stakeholder engagement“
 Annual report 2023, „Employer attractiveness“
 Deutsche Börse Group - [Stakeholder Engagement](#)

2-30 The proportion of employees covered by collective agreements was 25.8 percent in 2023.
 The terms and conditions of employment for these other employees are
 are not influenced or determined by the respective collective bargaining agreements.

GRI 3: Material Topics 2021

3-1 As part of our materiality analysis, we continuously determine and evaluate the expectations and requirements of relevant internal and external stakeholders. The materiality analysis enables us to identify the opportunities and risks of our core business activities at an early stage and translate them into specific areas of corporate action. The results of the materiality analysis determine the scope of the non-financial statement in our annual report. Our last major stakeholder survey took place in 2021.

Our materiality analysis is based on a four-stage approach that combines quantitative and qualitative analysis formats:

A) Desktop research

We carry out a preliminary analysis to ensure a valid topic definition and categorization. This comprises four steps:

1. the main topics of the past materiality analysis form the basis.
2. The topics are then compared with relevant and current market standards.
3. Feedback from our most important ESG rating agencies is then incorporated.
4. Finally, a comprehensive benchmarking is carried out with the help of our peer reports.

The result of the desktop research is a shortlist of potential themes. This in turn forms the basis for the subsequent stakeholder interviews.

B) Initial verification

The topics on the shortlist are evaluated through interviews with internal and external stakeholders. Stakeholders are selected based on our most important stakeholder groups. Our materiality analysis follows a dual materiality perspective. This means that, on the one hand, the impact of the relevant topics on the company is assessed and, on the other, the impact of the company's actions on others, i.e. on people, society and the environment.

Appropriate guidelines are drawn up for conducting the interviews. Stakeholders are asked to participate in the interviews:

- Assess the selected ESG topics in terms of their relevance
- to assess the influence of Deutsche Börse Group on these topics and
- to identify opportunities and risks arising from these topics.
- An overview is compiled from the results of the stakeholder interviews.

C) Assessment

The results are validated in the next step and confirmed by the Group Sustainability Board.

D) Final verification

In the final step, the Management Board is informed of the results of the materiality analysis and these are finally confirmed by our auditor.

A detailed overview of the methodology and the previous year's detailed results can be found on our website: [Materiality analysis](#)

3-2 In 2023, we surveyed several internal stakeholders to validate the results from 2021. This did not result in any changes to the material topics.
An overview of the material topics and their treatment in our Annual Report 2023 and GRI Index 2023 can be found in the table below:

**Required disclosure pursuant to
§ 289b–e & 315b–c HGB**

References to chapters in the integrated annual report / GRI Index 2023

Business Model	Deutsche Börse: Fundamental information about the Group Strategy and steering parameters
Involvement of top management	Deutsche Börse: Fundamental information about the Group ESG Governance
Risk	Risk management approach
Environmental matters	Environmental GRI index 2023: indicator 305 ‚Emissions‘, indicator 302 ‚Energy‘
Employee matters	Employees GRI index 2023: indicator 401 ‚Employment‘, indicator 404 ‚Training and Education‘,
Social matters	Stakeholder Engagement
Respect of human rights	Human rights
Combating corruption and bribery	Compliance
Product matters (as an additional aspect)	GRI Index 2023: indicator 3-3 ‚ESG Products‘

No significant changes in the scope and boundaries of the aspects.

A detailed overview of the previous year's detailed results can be found on our homepage: [Materiality analysis](#)

Specific standard disclosure

Economic Performance GRI 201 (2016)

3-3 Management approach, 201 Annual report 2023, „Letter from the CEO“
Annual report 2023, „ESG targets“
Annual report 2023, „Strategy and steering parameters“
Annual report 2023, „Business operations and Group structure“
[Deutsche Börse Group - Materiality analysis](#)

201-1 The value added is calculated as the company's performance after deduction of depreciation and third-party costs. In 2023, the value added of the Deutsche Börse Group amounted to 3,897.1 Mio. € (2022: 3,372.9 Mio. €). The distribution of the value added shows, that a large part of it flows back into the economy: 17 per cent (661.5 Mio. €) benefited shareholders in form of dividend payments. The personnel expenses in form of salaries and other compensation components amounted to 37 per cent (1,422.5 Mio. €). Taxes were paid in the amount of 17 per cent (654.9 Mio. €). 2 per cent (79.5 Mio. €) was attributable to providers of debt capital. The value added remaining in the company of 28 per cent (1,078.8 Mio. €) is used for instance for investments in growth initiatives.

Indirect economic Impacts GRI 203 (2016)

3-3 Management approach, 203 Annual report 2023, „About this report“
Annual report 2023, „Corporate purpose and value creation process“
Annual report 2023, „Social environment“

203-2 Annual Report 2023, „ESG targets“
Annual report 2023, „Corporate purpose and value creation process“
Annual report 2023, „Our customers and markets“
Annual report 2023, „Social environment“
Annual report 2023, „Development of non-financial performance indicators“

Anti-corruption GRI 205 (2016)

3-3 Management approach, 205 [Deutsche Börse Group - Materiality analysis](#)
[Anti-bribery and corruption](#)
Annual report 2023, „Key figures: corruption and data protection“
Annual report 2023, „Compliance“

[Respect for human rights](#)

Annual report 2023, „Human rights“
Annual report 2023, „Promotion of diversity and inclusion“
[Deutsche Börse Group - Procurement](#)

205-1 Annual report 2023, „Compliance“
Annual report 2023, „Key figures: corruption and data protection“

205-2	<p>Annual report 2023, „Key figures: corruption and data protection“</p> <p>All members of the governance body and employees of Deutsche Börse Group are informed about the company's anti-corruption policies and procedures.</p> <p>In 2023, 8,181 employees of Deutsche Börse Group completed the ABC training. The guideline is part of Deutsche Börse Group's Compliance Manual and is recognized by all business partners upon signing the framework agreement.</p>	<p>Information unavailable/incomplete</p> <p>The members of the governance body and Deutsche Börse Group's business partners do not undergo ABC training.</p> <p>Deutsche Börse Group's business partners are not explicitly informed about the organization's anti-corruption policies and procedures.</p> <p>There is no information available by region and employee category or members of Deutsche Börse Group's governance body. The reason for this is that Deutsche Börse Group's compliance function has Group-wide responsibility and follows a uniform approach for the entire Group, irrespective of employee category or members of the governance body.</p>																					
205-3	<p>Annual report 2023, „Key figures: corruption and data protection“</p> <p>Annual report 2023, „Operational risks“</p> <p>Annual report 2023, „Note 25“</p>																						
Energy GRI 302 (2016)																							
3-3 Management approach, 302	<p>Annual report 2023, „Environmental“</p> <p>Deutsche Börse Group - Materiality analysis</p> <p>Deutsche Börse Group - Environmental management</p>																						
302-1	<p>Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ)</p> <table border="1" data-bbox="212 1256 794 1464"> <thead> <tr> <th>Location</th> <th>Total in MWh</th> <th>Total in GJ</th> </tr> </thead> <tbody> <tr> <td>America</td> <td>6,619</td> <td>23,829</td> </tr> <tr> <td>Asia/Pacific</td> <td>4,977</td> <td>17,918</td> </tr> <tr> <td>Europe</td> <td>72,591</td> <td>261,329</td> </tr> <tr> <td>Deutsche Börse Group total</td> <td>84,188</td> <td>303,076</td> </tr> <tr> <td>Thereof renewable energies</td> <td>51,355</td> <td>184,878</td> </tr> <tr> <td>Thereof non-renewable energies</td> <td>32,833</td> <td>118,198</td> </tr> </tbody> </table>		Location	Total in MWh	Total in GJ	America	6,619	23,829	Asia/Pacific	4,977	17,918	Europe	72,591	261,329	Deutsche Börse Group total	84,188	303,076	Thereof renewable energies	51,355	184,878	Thereof non-renewable energies	32,833	118,198
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Deutsche Börse Group total	84,188	303,076																					
Thereof renewable energies	51,355	184,878																					
Thereof non-renewable energies	32,833	118,198																					
	<p>In the financial year 2023, a total of 744.8 MWh of energy (2,681 GJ) was sold or fed.</p>																						
	<p>The conversion of megawatt hours into gigajoules is based on standardised conversion factors. Otherwise, commonly accepted standard factors are used.</p>																						
302-3	<p>Energy consumption from 302-1: 303,076 GJ</p> <p>2023 net revenue in € million: 5,077</p> <p>GJ / net revenue in € million: 59.70 GJ / € million</p>																						

Emissions GRI 305 (2016)

3-3 Management approach, 305 Annual report 2023, „Environmental“
Deutsche Börse Group - [Materiality analysis](#)
Deutsche Börse Group - [Environmental management](#)

305-1				
305-2	tCO ₂ ¹⁾	2023 ²⁾	2022	2021
305-3	Scope 1 CO ₂ -emissions ³⁾			
305-5		4,900	5,077	4,649 ⁴⁾
	Scope 2 CO₂-emissions³⁾			
	Location-based	27,641	25,610	
	Market-based	4,327	3,694	2,130 ⁵⁾
	Scope 3 CO₂-emissions⁶⁾			
	Cat 1: Purchased Goods and Services	77,093	69,612 ⁷⁾	
	Cat 2: Capital Goods	5,652	21,356 ⁷⁾	
	Cat 3: Fuel- and energy-related activities	5,804	2,759	
	Cat 4: Transportation and distribution (upstream)	148	615 ⁷⁾	
	Cat 5: Waste	410	474	
	Cat 6: Business Travel	11,328	4,441 ⁷⁾	655 ⁸⁾
	Cat 7: Employee Commuting	7,814	4,797	
	Cat 15: Investments	2,549 ⁹⁾	124	
	Total Scope 3 emissions	110,796	104,178⁷⁾	655
	Total GHG emissions (Scope 1 + Scope 2 market-based + Scope 3)	120,023	112,949⁷⁾	7,434
	GHG reductions¹⁰⁾			
	Total reductions (offsets)	0	3,495	7,434

¹⁾ The calculation of Deutsche Börse Group's total emissions is based on actual, estimated or extrapolated data collected in accordance with the international requirements of the Greenhouse Gas (GHG) Protocol and taking into account the "financial control" approach. The emissions are recorded as CO₂ equivalents, which means that other greenhouse gases such as methane (CH₄) or nitrogen (NF-3) are also taken into account in addition to carbon (CO₂) emissions

²⁾ The increase in total emissions is due to the complete SimCorp acquisition in 2023

³⁾ When calculating Scope 1 and Scope 2 emissions, the emission factors from the Ecoinvent database, which reference the IPCC 2021/GWP 100 factors, and the DEFRA factors are used

⁴⁾ Figure for 2021 corrected: Thereof newly reported 1,334 tCO₂ from company cars and 2,251 tCO₂ climate gas

⁵⁾ Figure for 2021 corrected

⁶⁾ The factors from DEFRA, CEDA, Cornell Hotel Sustainability Benchmarking Index and an evaluation of the CDP database are used to calculate Scope 3 emissions

⁷⁾ Figure for 2022 corrected

⁸⁾ Figure only includes emissions from flights and shuttle buses

⁹⁾ In comparison to 2022, next to Scope 1 and Scope 2 emissions the figure also includes Scope 3 emissions (2,246 tCO₂) from investments for the first time

¹⁰⁾ Figure only includes offsetting that had already taken place at the time the index was published

305-4 Annual report 2023, „Economic situation“

Scope 1 emissions from 305-1: 4,900 t

Scope 2 emissions from 305-2: 4,327 t

Scope 3 emissions from 305-3: 110,796 t

Total: 120,023 t

Intensity ratio: tons of CO₂ per 1 million € net revenue: 23.64

Employment GRI 401 (2016)

3-3 Annual report 2023, „People strategy“
 Management approach, 401 Annual report 2023, „Employees“

401-1

Joiners and leavers by gender in 2023

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	199	137	336	91	50	141
Deutsche Börse Group						
Germany	274	219	493	164	109	273
Czech Republic	210	155	365	81	38	119
Luxembourg	81	70	151	52	42	94
UK	72	38	110	49	27	76
Ireland	42	47	89	53	18	71
USA	119	53	173	108	49	158
Other locations	473	371	844	295	241	539
Total	1271	953	2225	802	524	1330

Joiners and leavers by age in 2023

	Joiners				Leavers			
	Under 30 years	30 to 39 years	40 to 49 years	50 years and older	Under 30 years	30 to 39 years	40 to 49 years	50 years and older
Deutsche Börse AG								
All locations	135	147	45	9	25	72	19	25
Deutsche Börse Group								
Germany	192	221	62	18	49	127	47	50
Czech Republic	176	134	46	9	30	58	24	7
Luxembourg	67	53	24	7	13	35	23	23
UK	39	45	20	6	12	29	17	18
Ireland	25	59	3	2	42	20	7	2
USA	80	44	32	17	54	53	22	29
Other locations	565	192	68	19	291	155	62	31
Total	1144	748	255	78	491	477	202	160

Notes on the tables: Due to missing data (gender), the "headcount" of the subcategories do not always add up to the total.
 For hires, the gender is missing for nine employees, for departures for one.

Annual report 2023 „Key data on Deutsche Börse Group’s workforce as of 31 December 2023“

401-2

Annual report 2023, Note 18 „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 2023		Returned from parental leave in 2023		Multiple-year return Ratio ¹⁾	
	Male	Female	Male	Frauen	Male %	Female %
	Deutsche Börse AG	40	38	34	44	94%
Deutsche Börse Group	136	175	123	187	94%	96%

1) Employees whose parental leave ended in 2023 and who have remained with the company

Information unavailable / incomplete

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.

Training and Education GRI 404 (2016)

3-3 Management approach, 404	Annual report 2023, „People strategy“ Annual report 2023, „Employees“
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404-1

Key figures on staff training in 2023

	Deutsche Börse AG			Deutsche Börse Group		
	Male	Female	Total	Male	Female	Total
Average number of training days per employee	6.1	5.6	5.9	3.3	3.0	3.2
Average number of training days per FTE ¹⁾	6.2	6.5	6.3	3.3	3.3	3.3
Number of hours	65,511.8	36,117.4	101,629.1	183,310.8	118,668.7	301,979.5
Thereof managers	1,820.2	832.9	2,653.2	6,608.1	2,975.9	9,584.0
Thereof employees	63,506.8	35,199.2	98,706.0	176,518.0	115,607.6	292,125.6

¹⁾ FTE = full-time equivalent

404-3	<p>Deutsche Börse Group managers hold annual appraisal discussions with employees within their area of responsibility, jointly defining targets for the next year and they document these discussions. 95.8 percent of employees recorded in Deutsche Börse Group's internal staff performance appraisal system received an assessment last year. There are several exceptions to participation in the assessment and target agreement process:</p> <ul style="list-style-type: none"> ▪ In accordance with the company agreement, German employees aged 59 and over can waive the annual assessment and target agreement process. ▪ Newly hired employees are subject to goal setting and appraisal if they join before August 1st of a calendar year. For employees joining on or after August 1st of a calendar year, participation is optional ▪ For persons who are absent for more than 6 months within the year (e.g. parental leave, illness), no assessment and target agreement need to be carried out ▪ Students, interns and temporary employees with a contract duration of less than six months are excluded from the employee interview <p>The appraisal system is applied equally to female and male employees. A separate target-agreement system exists for managerial staff. Subsidiaries not fully consolidated or incorporated into German Group operations use their own appraisal systems. The data compiled by these subsidiaries is currently not maintained or made available centrally.</p>	<p>Not applicable</p> <p>Since the assessment system is equally applied to women and men, there is no separate gender classification.</p>
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Diversity and Equal Opportunity GRI 405 (2016)

3-3 Management approach, 405	Annual report 2023, „People strategy“ Annual report 2023, „Employees“	
405-1	<p>Annual report 2023, „Share of women holding management positions“</p> <p>Annual report 2023, „Diversity concept for the Executive Board and the Supervisory Board “</p> <p>Annual report 2023, „Targets for composition and qualification requirements of the Supervisory Board“</p> <p>Annual report 2023, „Share of women holding management positions “</p> <p>Annual report 2023, „Promotion of diversity and inclusion“</p> <p>Annual report 2023, „Key data on Deutsche Börse Group's workforce as at 31 December 2023“</p>	<p>Information unavailable/incomplete</p> <p>For data protection reasons further diversity aspects are not listed here.</p>

Non-discrimination GRI 406 (2016)

3-3 Management approach, 406	<p>Deutsche Börse Group - Materiality analysis</p> <p>Anti-bribery and corruption</p> <p>Annual report 2023, „Key figures: corruption and data protection“</p> <p>Annual report 2023, „Compliance“</p> <p>Respect for human rights</p> <p>Annual report 2023, „Human rights“</p> <p>Annual report 2023, „Promotion of diversity and inclusion“</p> <p>Deutsche Börse Group - Procurement</p>
406-1	<p>Annual report 2023, „Promotion of diversity and inclusion“</p> <p>The number (11) of such cases in the 2023 reporting year was reported either via our whistleblower system, to the relevant department head or directly to the local HR department. All relevant cases that required further remedial action were handled and closed in an appropriate manner and with due regard for personal interests.</p>

Supplier Social Assessment GRI 414 (2016)

3-3 Management approach, 414	<p>Deutsche Börse Group - Materiality analysis</p> <p>Anti-bribery and corruption</p> <p>Annual report 2023, „Key figures: corruption and data protection“</p> <p>Annual report 2023, „Compliance“</p> <p>Respect for human rights</p> <p>Annual report 2023, „Human rights“</p> <p>Annual report 2023, „Promotion of diversity and inclusion“</p> <p>Deutsche Börse Group - Procurement</p> <p>The management approach for the Group-wide commitment to sustainability includes respect for human rights in the supply chain as well as within the company. To ensure this, Deutsche Börse's Declaration of Principles on Human Rights applies to all activities of Deutsche Börse Group and its consolidated entities, including our relationships with employees, suppliers and our customers. Deutsche Börse Group has also introduced the Code of Conduct for Suppliers and Service Providers, which includes a comprehensive catalogue of criteria from the areas of environment, social and governance (ESG).</p>	
414-1	<p>Deutsche Börse Group - Procurement</p>	<p>Information unavailable / incomplete</p> <p>There is no separate statement of the percentage of new suppliers examined on the basis of social criteria</p>
414-2	<p>Deutsche Börse Group - Procurement</p> <p>Deutsche Börse Group reports on human and labour rights, as the active protection of human rights is an integral part of the Group's corporate responsibility and therefore addressed at various points in the value chain. The respective reporting is provided in the section "Employees" of the non-financial statement, as well as on our website, which focuses on the Group's procurement management.</p>	<p>The percentage of suppliers that were screened using social criteria and the results are not reported separately.</p>

Deutsche Börse Group area for action: sustainable product and service portfolio

3-3 Self-defined indicator: ESG products	<p>Annual report 2023, „ESG products“</p> <p>The Deutsche Börse Group can increase its information transparency for investors, founders, asset managers and market participants, but also for external observers, by including ESG aspects in its product portfolio – be it by integrating ESG ratings, data and/or analysis, or by reporting data on trading volumes for securities, derivatives, renewable energies and/or commodities Below is an overview of our ESG products:</p> <p>ESG products by segment</p>	<p>Investment Management Solutions</p> <p>ISS STOXX</p> <p>Corporate Solutions provides web-based tools for governance and sustainability analysis, ESG data, ratings, assessments and reports to help corporate clients design and manage their corporate governance, compensation and sustainability programs.</p> <p>ESG Analytics comprises solutions that enable investors to develop and integrate responsible investment policies and practices, engage in responsible investment themes and monitor the companies in the portfolio through screening and analysis.</p> <p>Governance Solutions comprises objective governance research and recommendations, end-to-end proxy voting and reporting solutions and an outsourced proxy voting service, including the transmission of voting instructions.</p> <p>Index includes all income from the licensing of sustainable index solutions. License income from such products can either be observed directly (e.g., in the case of ETF licenses) or allocated if they are sold as part of packages.</p>
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Trading & Clearing	Commodities	<p>The Commodities asset class defines ESG net revenue as revenue associated with sustainable commodity markets (environmental markets, both compliance and voluntary markets). These include contracts for green electricity, emission allowances and related services for registries and guarantees of origin as well as electricity products related to the share of renewable energy generation of the respective market area or country. In future, they may also relate to freight or agricultural products.</p>
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Deutsche Börse Group area for action: transparent, stable and fair markets

<p>3-3 Self-defined indicator: System availability</p>	<p>Annual Report 2023, „ESG targets“ Annual report 2023, „System stability and availability“</p>
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Executive and Supervisory Board

Combined management report

Consolidated financial statements/notes

Remuneration report

Further information

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