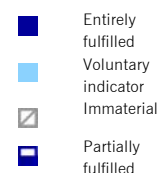


GRI – Index























GRI code	Application level	Status	Page / Notes
1.	Strategy an analysis		
Profile disclose	Description		
1.1	Statement from the CEO	■	5-8
1.2	Description of key impacts, risks and opportunities	■	96/97, 137, 181
2.	Organisational profile		
Profile disclose	Description		
2.1	Name of the organisation	■	title
2.2	Primary brands, products and/or services	■	15, 92, C 3/4
2.3	Structure of the organisation	■	92-95
2.4	Location of organisation's headquarters	■	92
2.5	Countries with major operations	■	92
2.6	Nature of ownership and legal form	■	92
2.7	Markets served	■	42-44
2.8	Scale of the reporting organisation	■	133, C 2
2.9	Significant changes during the reporting period regarding size, structure or ownership	■	203-210
2.10	Awards received in the reporting period	■	25, 141
3.	Report parameters		
Profile disclose	Description		
3.1	Reporting period	■	198
3.2	Date of most recent previous report	■	2
3.3	Reporting cycle	■	2
3.4	Contact point for questions	■	316
3.5	Process for defining report content	■	2, 49-52
3.6	Boundary of the report	■	316
3.7	Specific limitations on the scope or boundary of the report	■	316
3.8	Basis for reporting on entities that can significantly affect comparability from period to period	■	198-203, 211-225
3.9	Data measurement techniques and the bases of calculations	■	136, 142, 211-225
3.10	Restatements and changes in the information provided in earlier reports	■	136, 142
3.11	Changes in the topics discussed and measurement methods applied	■	136, 142
3.12	Index according to GRI http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/20_GRI_index	■	C 7
3.13	Verification by external third parties http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/10_Corporate_report	■	316

4. Governance, commitments and engagement			
Profile	Description		
disclosure			
4.1	Governance structure	■	95
4.2	Chair of the highest governance body	■	95
4.3	Independent members of the highest governance bodies for organisations having a unitary board structure	■	72
4.4	Mechanisms for shareholders to provide recommendations or direction to the highest governance body	■	49-52
4.5	Compensation for executives	■	76-90
4.6	Processes in place to ensure that conflicts of interest are avoided	■	73
4.7	Process for determining the qualifications and expertise of the members of the supervisory board	■	73-74
4.8	Mission, corporate values and code of conduct www.deutsche-boerse.com/entsprerklarung	■	64-69,72-75, 137
4.9	Overseeing of sustainability performance on supervisory board level www.deutsche-boerse.com/entsprerklarung	■	online
4.10	Processes for evaluating the highest governance body's own performance	■	74, 76-90
4.11	Implementation of the precautionary approach or principle	■	64-66
4.12	External initiatives to which the organisation subscribes or endorses http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue/30_Customer_Governance	■	65
4.13	Memberships in associations http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue/40_Memberships	■	66
4.14	List of engaged stakeholder groups	■	49
4.15	Basis for identification of stakeholders	■	49-52
4.16	Stakeholder engagement (type/frequency) http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue/10_Stakeholders	■	52
4.17	Response to key topics and concerns raised by stakeholders	■	48, 49-52
5. Economic			
DMA EC	Management approach	■	96-97, 137-138
EC1	Direct economic value generated and distributed	■	132
EC2	Financial implications and other risks and and opportunities for the organisation's activities due to climate change Risk management takes into account: heavy storms at ISE; damage to physical assets by natural hazards at the Singapore location; damages caused by natural hazard at Deutsche Börse AG; damages caused by fire and storms at Prague location; damages caused by natural hazards at Clearstream /due to flooding in Prague in 2013, IT dissembled for one week	■	
EC3	Coverage of the organisation's defined benefit plan obligations http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/30_Employee_benefits	■	online
EC4	Significant financial assistance received from government (e.g subsidies)	■	None
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	■	135-136
EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation This indicator is not relevant for Deutsche Börse Group. As a service provider, Deutsche Börse Group rarely procures physical suppliers.	☑	
EC7	Procedures for local hiring and proportion of spending on locally based suppliers at significant locations of operation Hiring only in accordance with qualifications	■	133-134
EC8	Infrastructure investments and services provided primarily for public benefit	■	C 3/4
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	■	132
6. Environmental			
DMA EN	Management approach	■	96-97, 137-138
EN1	Materials used by weight or volume	■	142

EN2	Percentage of materials used that are recycled input materials Contrary to producing companies, the materials used by Deutsche Börse Group mainly consist of office materials. The Group does not use recycled printer paper. The Groups uses paper towels made of recycled paper.	■	
EN3	Direct energy consumption by primary energy source Natural gas: 77,990 gigajoule	■	
EN4	Indirect energy consumption by primary energy source 74,662 MWh = 268,783 gigajoule	■	142
EN5	Energy saved due to conservation and efficiency improvements	■	140-141
EN6	Initiatives to provide more energy-efficient or renewable energy-based products and services	■	139-141
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	■	140-141
EN8	Total water withdrawal by source	■	142
EN11	Location and size of land used in protected areas This indicator is not relevant for Deutsche Börse Group. Biodiversity is not affected negatively by the operations of an exchange. Deutsche Börse Group's operations are not located in areas with a high biodiversity.	☑	
EN12	Impacts of operations on biodiversity This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity.	☑	
EN13	Habitats protected or restored This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity and species with extinction risk.	☑	
EN16	Total direct and indirect greenhouse gas emissions by weight Emissions data for our main locations (Frankfurt/Eschborn, Luxembourg, Prague) are based upon the energy data reported by the supplier. The data for our remaining locations are extrapolated. If available, we use the energy suppliers' local emission factors. Otherwise, we use generally acknowledged standard factors, such as DEFRA or IEA. http://deutsche-boerse.com/dbg/dispatch/de/kir/dbg_nav/corporate_responsibility/25_Environment	■	142
EN17	Other relevant indirect greenhouse gas emissions Other relevant indirect greenhouse gas emissions for Deutsche Börse Group are travel-based.	■	142
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	■	140-141
EN19	Emissions of ozone-depleting substances by weight This indicator is not relevant for Deutsche Börse Group. The Group does not emit any ozone-depleting substances.	☑	
EN20	NOx, SOx and other air emissions This indicator is not relevant for Deutsche Börse Group. The Group's operations generate no significant emissions of NOx, SOx and other air pollutants.	☑	
EN21	Water discharge by quality and destination 62,538 m³ (household wastewater local wastewater systems with discharge into the respective sewage treatment plants)	■	
EN22	Total weight of waste by type and disposal method Total: 795 tonnes (organic: 176 tonnes, paper: 169 tonnes, other: 450 tonnes)	■	
EN23	Spills of hazardous substances This indicator is not relevant for Deutsche Börse Group. As an exchange organisation, the Group's operations are office-based and do not constitute any risks of significant spills of hazardous substances.	☑	
EN26	Initiatives to mitigate environmental impact of products and services and extent of impact mitigation This indicator is not relevant for DBG. As a financial services provider, the Group's products have no environmental impact.	☑	
EN27	Reclaimed packaging materials This indicator is not relevant for Deutsche Börse Group. As an exchange organisation, Deutsche Börse Group mainly provides financial and data products without packaging materials.	☑	
EN28	Fines/sanctions for non-compliance with environmental laws and regulations There were no cases of non-compliance with environmental laws and regulations during the reporting period. No fines were paid.	■	
7.	Social: labour practices and decent work		
DMA LA	Management approach	■	96-97, 137-138
LA1	Total workforce by employment type, employment contract, and region broken down by gender Total number of permanent contracts: 98 %	■	133-136, 187
LA2	Total number and rate of employee turnover by age group, gender and region A differentiation by age group is not relevant for Deutsche Börse Group and is therefore not reported	■	133-136, 187
LA4	Percentage of employees covered by collective bargaining agreements	■	136

LA5	Minimum notice period(s) regarding significant operational changes, including the specification in collective agreements The minimum notice period in Germany is usually three months prior to the end of the quarter, in Luxembourg, it depends on the length of the period of employment (up to 5 years = 1 month, between 5 and 10 years = 2 months, above 10 years = 3 months); in Prague, it is 2 months. The involvement of employee representatives is regulated by law. The process ensures the involvement of employees, as, initially, an information and consultation process is provided and if there is an organisational change, a negotiation on the balance of interests is conducted.	■	
LA6	Percentage of total workforce represented in health and safety committees that monitor and advise on occupational health and safety programme Health and safety committee: Frankfurt/Eschborn: 8 employees; Luxemburg: 4 employees	■	
LA7	Injuries, occupational diseases, lost days and absenteeism as well as number of work-related fatalities by region and gender Frankfurt/Eschborn: 0 work-related injuries; Luxemburg: 8 work-related injuries; 0 work-related fatalities	■	
LA8	Programmes regarding serious diseases Many requirements are regulated by law, such as eye exams at work stations, in addition, we offer various measures to prevent stress and burnout. We have a wide range of work-life balance offers (i.e. anti-stress management) but also seminars and trainings with the aim to counter burnout.	■	
LA9	Health and safety topics covered in formal agreements with trade unions This indicator is not relevant for Deutsche Börse Group (due to the nature of our business as an exchange organisation).	☑	
LA10	Hours of training per employee by gender and by employee category Training days per employee: executives 2.2 (2.2 male; 2.1 female); staff: 2.8 (2.5 male; 3.4 female)	■	46, 135-137, 187
LA11	Programmes for skills management and lifelong learning	■	46-47, 135
LA12	Percentage of employees receiving regular performance and career development reviews, by gender In all locations: 95.9 % (not distinguished by gender)	■	
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age, group, minority group membership. And other indicators of diversity 18 Supervisory Board members: 17 male/1 female, age 40-49 (4)/age +50 (14); 5 Executive Board members: 4 male/1 female, age 40-49 (1)/age +50 (4)	■	
LA14	Ratio of basic salary of women to men by employee category	■	134
LA15	Return to work and retention rates after parental leave, by gender	■	134-135
8.	Social: Human rights		
DMA	Management approach	■	96-97, 137-138
HR1	Investment agreements that include human rights clauses or have undergone human rights screening 95 % (Total number: 154)	■	
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone screening on human rights, and actions taken 95 %	■	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations	■	136
HR4	Total number of incidents of discrimination and actions taken There were no incidents of discrimination at Deutsche Börse Group during the reporting period.	■	
HR5	Freedom of association/collective bargaining	■	65, 137, 141,
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	■	65/66, 141
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measure to contribute to the elimination or all forms of forced or compulsory labour	■	65/66, 141
HR10	Percentage and total number of operations that have been subject to human rights reviews 0 per cent. Deutsche Börse Group does not purchase from critical countries. By means of the Code of Conduct and our General Terms and Conditions of Purchase suppliers are screened continuously. In addition, suppliers are assessed in terms of sustainability.	■	
HR11	Number of grievances related to human rights filed, addressed, and resolved No grievances are known which go beyond the Code of Conduct and the General Terms and Conditions of Purchase. Deutsche Börse Group does not purchase from critical countries. By means of the Code of Conduct and the General Terms and Conditions of Purchase suppliers are screened continuously. In addition, suppliers are assessed in terms of sustainability.	■	

9. Social: society			
DMA SO	Management approach		96-97, 137-138
S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue		49-52
S02	Percentage and total number of business units analysed for risks related to corruption 100 %		
S03	Percentage of employees trained in organisation's anti-corruption policies and procedures 100 %		
S04	Actions taken in response to incidents of corruption There were no incidents of corruption during the reporting period neither involving Deutsche Börse Group nor its employees or business partner.		
S05	Public policy positions and participation in public policy development and lobbying http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/about_us/15_Public_affairs		49, 172-178
S06	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country None /Exception: PAC of the US-based subsidiary ISE (US\$ 47,500)		
S07	Total number of legal actions for anticompetitive behaviour, anti-trust and monopoly practices and their outcome		293-296
S08	Sanctions for non-compliance with laws and regulations		293-296
S09	Operations with significant potential or actual negative impacts on local communities This indicator is not relevant for Deutsche Börse Group. The Group's operations are office-based and therefore had no negative impacts on local communities.		
S010	Prevention and mitigation measures This indicator is not relevant for Deutsche Börse Group. The Group's operations are office-based and therefore had no negative impacts on local communities.		
10. Social: product responsibility			
DMA PR	Management approach		96-97, 137-138
PR1	Life cycle stages in which health and safety impacts of products and services are assessed As an exchange organisation, Deutsche Börse Group mainly provides financial and date products and services which do not present any significant health and safety impacts.		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements There are no information requirements on social or ecological impact for products or services provided by Deutsche Börse Group		
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes There were no incidents of non-compliance with regulations and voluntary codes concerning product and service information during the reporting period.		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue/10_Stakeholders		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship http://deutsche-boerse.com/dbg/dispatch/en/listcontent/dbg_nav/corporate_responsibility/10_Our_Responsibility/05_CR_guideline/10_Code_of_ethics/Code_of_ethics.htm		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes Process in draft		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 0 cases		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		293-296