



DEUTSCHE BÖRSE
GROUP

Annual report 2018

GRI index

www.deutsche-boerse.com



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

GRI indicator	Section/comment	Assurance	
		provided	Omissions
General standard disclosures			
Organisational profile			
102-1	Annual report 2018, “Overview of Deutsche Börse Group”	✓	
102-2	Annual report 2018, “Overview of Deutsche Börse Group” Annual report 2018, “Deutsche Börse Group: an overview”	✓	
	No brands, products and services of Deutsche Börse Group are affected by a ban.		
102-3	Annual report 2018, “Overview of Deutsche Börse Group”	✓	
102-4	Annual report 2018, “2. Basis of consolidation”	✓	
102-5	Annual report 2018, “Overview of Deutsche Börse Group”	✓	
102-6	Annual report 2018, “Overview of Deutsche Börse Group”	✓	
	https://www.deutsche-boerse.com/dbg-en/our-company/contact/addresses		
102-7	Annual report 2018, “Deutsche Börse Group: key figures”	✓	
102-8	Annual report 2018, “Key data on Deutsche Börse Group’s workforce as at 31 December 2018”	✓✓	
	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.		
102-9	Annual report 2018, “Respect for human rights in the supply chain”	✓✓	
102-10	Changes in the size, structure and ownership of the organisation or its supply chain, see: Annual report 2018, “Overview of Deutsche Börse Group”	✓	
	No significant changes have been made to supplier location, supply chain structure or supplier selection.		
102-11	Annual report 2018, “Letter from the CEO” Annual report 2018, “Management approach for a Group-wide commitment to sustainability”	✓✓	
	Deutsche Börse Group is conscious of its social and ecological responsibility and is committed to the principles of sustainability. The company meets its corporate responsibility comprehensively and in close dialogue with its relevant stakeholder groups. It relies to a Group-wide sustainability strategy, with the objective of strengthening and securing the economic and social value of the Group.		
	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/un-global-compact		
102-12	Annual report 2018, “Information on corporate governance practices”	✓	
102-13	https://www.deutsche-boerse.com/dbg-en/sustainability/build-trust/memberships	✓	
102-41	Annual report 2018, “Key data on Deutsche Börse Group’s workforce as at 31 December 2018”	✓✓	
	51 per cent		

Strategy		
102-14	Annual report 2018, "Letter from the CEO"	✓
Ethics and integrity		
102-16	Annual report 2018, "Information on corporate governance practices"	✓
Governance		
102-18	Annual report 2018, "The Executive Board" Annual report 2018, "The Supervisory Board" Annual report 2018, "Report of the Supervisory Board" Annual report 2018, "Working practices of the Executive Board and the Supervisory Board" Annual report 2018, "Management approach for a Group-wide commitment to sustainability" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility Group Sustainability is responsible for the coordination of environmental, social and governance (ESG) topics. The Risk Management Committee of Deutsche Börse Group also deals with ESG risks, insofar as these concern the core business.	✓
Stakeholder engagement		
102-40	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders	✓
102-42	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓
102-43	Annual report 2018, "Product matters" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓
102-44	Annual report 2018, "Customer satisfaction" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓
Identified material aspects and boundaries		
102-45	Annual report 2018, "2. Basis of consolidation" If reference is made to a different basis of consolidation, this will be indicated in the text or a footnote.	✓
102-46	Annual report 2018, "Combined non-financial statement" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓
102-47	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓
102-48	The effects of adjustments to information from previous reports and the reasons for such adjustments, if any, will be explained in the text or a footnote.	✓
102-49	No significant changes to the scope and boundaries of the aspects	✓
Report profile		
102-50	1 Jan 2018–31 Dec 2018	✓
102-51	15 March 2019	✓
102-52	Annually	✓
102-53	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/contacts	✓
102-54	Annual report 2018, "About this report" https://deutsche-boerse.com/dbg-en/sustainability/reporting/gri	✓
102-55	https://deutsche-boerse.com/dbg-en/sustainability/reporting/gri	✓
102-56	Annual report 2018, "About this report" Annual report 2018, "The committees of the Supervisory Board in 2018: composition and responsibilities" Annual report 2018, "Accounting and auditing" https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/annual-report	✓

Specific standard disclosure

Deutsche Börse Group area for action: economic performance

Category: economic

Economic performance

103-1	Annual report 2018, "Letter from the CEO" Annual report 2018, "Value added: breakdown of company performance" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
103-2	Annual report 2018, "Letter from the CEO" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
103-3	Annual report 2018, "Letter from the CEO" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
201-1	Annual report 2018, "Value added: breakdown of company performance"	✓	

Indirect economic impacts

103-1	Annual report 2018, "Combined non-financial statement" Annual report 2018, "Social matters" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓✓	
103-2	Annual report 2018, "Social matters" Annual report 2018, "Value added: breakdown of company performance"	✓✓	
103-3	Annual report 2018, "Social matters" Annual report 2018, "Value added: breakdown of company performance"	✓✓	
203-1	Annual report 2018, "Value added: breakdown of company performance" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/value-added	✓	
203-2	Annual report 2018, "Non-financial key indicators: social matters" Annual report 2018, "Development of trading activity on selected European cash markets" Annual report 2018: "Development of contracts traded on selected derivatives markets" Annual report 2018, "Development of the non-financial key indicators" https://deutsche-boerse.com/dbg-en/sustainability/build-trust/transparency-initiatives	✓✓	

Deutsche Börse Group area for action: environmental management

Category: environmental

103-1	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management	✓	
103-2	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management	✓	
103-3	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility https://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management	✓	

Materials

301-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Paper consumption in tonnes

Location	t
Frankfurt	31
Luxembourg	17.9
Prague	6.5
Cork	5.4
London	3.1
Chicago	0.5
Hong Kong	0.4
Singapore	1.1
Foreign offices	0.7
Zurich/Zug	0.5
Subsidiaries	5.8
Total	72.9

Most of the paper used is FSC certified and carries the EU Ecolabel

Energy

302-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

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

Location	MWh	GJ
Frankfurt/Eschborn	50,721	182,596
Luxembourg	16,468	59,286
Prague	2,850	10,258
Cork	970	3,493
London	864	3,110
Chicago	407	1,465
Hong Kong	102	366
Singapore	393	1,414
Zurich/Zug	125	449
Frankfurt Grüneburgweg	674	2,426
Leipzig	674	2,425
Amsterdam	386	1,391
Paris	472	1,700
Other locations	356	1,281
Total	75,462	271,662

In the financial year 2018, a total of 1,396 MWh of energy (5,024.3616 GJ) was sold or fed.

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

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

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

Mode of transport	GJ
Shuttle bus	1,411
Company car	20,945
Flight	28,886
Total	51,242

302-3	Annual report 2018, “Deutsche Börse Group: key performance figures” Energy consumption from 302-1: 271,622 GJ Energy consumption from 302-2: 51,242 GJ 2018 net revenue in € million: 2,779.7 GJ / net revenue in € million: 116 GJ / € million	✓
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302-5	Due to changed calculation bases, a comparison with the previous year is not possible.	
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Water

303-3	https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental	✓
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Water consumption from municipal sources

Location	m ³
Frankfurt/Eschborn	40,449
Luxembourg	28,280
Prague	7,691
Cork	3,239
London	1,623
Chicago	544
Hong Kong	37
Singapore	149
Frankfurt Grüneburgweg	1,337
Leipzig	1,485
Amsterdam	406
Paris	1,664
Zurich/Zug	4,049
Other locations	700
Total	91,653

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

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

Location	m ³
Frankfurt/Eschborn	34,922
Luxembourg	28,280
Prague	7,691
Cork	3,239
London	1,623
Chicago	544
Hong Kong	37
Singapore	149
Frankfurt Grüneburgweg	1,337
Leipzig	1,485
Amsterdam	406
Paris	1,664
Zurich/Zug	4,049
Other locations	700
Total	86,126

Emissions

305-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Scope 1 CO₂ emissions (in t)

Total gas emissions (Frankfurt/Eschborn, London, Cork, Zurich/Zug): 4,346

Emission factors (gas)

Frankfurt/Eschborn: 202 g CO₂ / kWh

London: 236 g CO₂ / kWh

Cork: 185 g CO₂ / kWh

Zurich/Zug: 245 g CO₂ / kWh

The emission factors come from the local energy suppliers.

305-2 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Emission factors

Locations	Electricity (g CO ₂ / kWh)	Heating (g CO ₂ / kWh)
Frankfurt/Eschborn	0	169
Luxembourg	0	236
Prague	184	335
Cork	0	n. a.
London	527	n. a.
Chicago	425	236
Hong Kong	790	236
Singapore	433	236
Zurich/Zug	0	n. a.
Frankfurt Grüneburgweg	246	n. a.
Leipzig	0	236
Amsterdam	452	236
Paris	64	236
Other locations	398	236

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

Emissions – Scope 2

Locations	Electricity (t CO ₂)	Heating (t CO ₂)
Frankfurt/Eschborn	0	118
Luxembourg	0	347
Prague	435	164
Cork	0	n. a.
London	362	n. a.
Chicago	134	22
Hong Kong	50	9
Singapore	100	38
Zurich/Zug	0	n. a.
Frankfurt Grüneburgweg	53	n. a.
Leipzig	0	64
Amsterdam	109	34
Paris	19	43
Other locations	111	18
Gesamt	1,373	857

Total Scope 2 CO₂ emissions for 2018 were 2,230 tonnes.

305-3	https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental	✓											
	More indirect CO₂ emissions – Scope 3												
	<table border="1"> <thead> <tr> <th>Type of travel</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Company cars</td> <td>1,418</td> </tr> <tr> <td>Shuttle bus</td> <td>97</td> </tr> <tr> <td>Flights</td> <td>3,634</td> </tr> <tr> <td>Total</td> <td>5,149</td> </tr> </tbody> </table>	Type of travel	t	Company cars	1,418	Shuttle bus	97	Flights	3,634	Total	5,149		
Type of travel	t												
Company cars	1,418												
Shuttle bus	97												
Flights	3,634												
Total	5,149												
	We use MAN factors for emissions from company cars and shuttle buses. We use the generally accepted DEFRA standard factors for flights. These emission factors are applied to the distance in kilometers driven/flown, which we obtain from the Group-wide travel agency.												

305-4	Annual report 2018, “Deutsche Börse Group key performance figures”	✓	
	Scope 1 emissions from 305-1: 4,346 t Scope 2 emissions from 305-2: 2,230 t Scope 3 emissions from 305-3: 5,149 t		
	Intensity ratio: tonnes of CO ₂ per 1 million € net revenue: 4.2		

Waste

306-2		✓															
	Waste																
	<table border="1"> <thead> <tr> <th>Type</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Hazardous</td> <td>23</td> </tr> <tr> <td>Non-hazardous</td> <td>328</td> </tr> <tr> <td>Recycled</td> <td>151</td> </tr> <tr> <td>Composted</td> <td>390</td> </tr> <tr> <td>Unclassified</td> <td>164</td> </tr> <tr> <td>Total</td> <td>1,056</td> </tr> </tbody> </table>	Type	t	Hazardous	23	Non-hazardous	328	Recycled	151	Composted	390	Unclassified	164	Total	1,056		
Type	t																
Hazardous	23																
Non-hazardous	328																
Recycled	151																
Composted	390																
Unclassified	164																
Total	1,056																
	Hazardous waste is only classified as such at our Frankfurt/Eschborn and Luxembourg locations.																

Deutsche Börse Group area for action: human capital development

Category: social

103-1	Annual report 2018, “Employees” https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓✓	
103-2	Annual report 2018, “Employees” https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/guiding-principles	✓✓	
103-3	Annual report 2018, “Employees”	✓✓	

Employment

401-1	Annual report 2018, “Joiners and leavers by gender in 2018” Annual report 2018, “Joiners and leavers by age in 2018” Annual report 2018 “Key data on Deutsche Börse Group’s workforce as at 31 December 2018”	✓✓	
401-2	Annual report 2018, “Group Share Plan”	✓✓	
401-3	Annual report 2018, “Work-life balance” Annual report 2018, “Key figures on parental leave”	✓✓	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

404-1	Annual report 2018, “Training and continuing professional development”	✓✓	
404-3	Annual report 2018, “Feedback for employees and managers”	✓✓	Since the assessment system is equally applied to women and men, there is no separate gender classification.

Diversity and equal opportunity

405-1	Annual report 2018, “Target figures for the proportion of female executives beneath the Executive Board” Annual report 2018, “Diversity concept for the Executive Board and the Supervisory Board” Annual report 2018, “Targets for composition and qualification requirements of the Supervisory Board” Annual report 2018, “Share of women holding management positions” Annual report 2018, “Promoting diversity and gender equality” Annual report 2018, “Measures to promote women” Annual report 2018, “Key data on Deutsche Börse Group’s workforce as at 31 December 2018”	✓✓	For data protection reasons, no further aspects of diversity are covered.
405-2	Annual report 2018, “Promoting diversity and gender equality”	✓✓	In order to counteract the systematic discrimination of women or men in remuneration, Deutsche Börse AG regularly analyses whether there are gender-specific differences in compensation for employees in Germany. Detailed information on the analysis results is confidential and therefore not listed here.

Deutsche Börse Group area for action: good governance

103-1	https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas <u>Anti-Bribery and corruption</u> Annual report 2018, “Compliance – including combat against corruption and bribery” <u>Respect for human rights</u> Annual report 2018, “Respect for human rights in the supply chain”	✓✓	
103-2	https://deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/guiding-principles <u>Anti-Bribery and corruption</u> Annual report 2018, “Compliance – including combat against corruption and bribery” <u>Respect for human rights</u> Annual report 2018, “Respect for human rights in the supply chain” https://deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management	✓✓	
103-3	<u>Anti-Bribery and corruption</u> Annual report 2018, “Non-financial key performance figures: corruption/data protection” <u>Respect for human rights</u> Annual report 2018, “Non-financial key indicator: respect for human rights”	✓✓	

Human rights assessment

412-3	Annual report 2018, “Respect for human rights in the supply chain”	✓✓	
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Non-discrimination

406-1	Annual report 2018, “Promoting diversity and gender equality”	✓✓	
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GRI material aspect: freedom of association and collective bargaining

407-1	Annual report 2018, “Respect for human rights in the supply chain” Annual report 2018, “Code of conduct for suppliers”	✓✓	
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GRI material aspect: child labour

408-1	Annual report 2018, “Respect for human rights in the supply chain” Annual report 2018, “Code of conduct for suppliers”	✓✓	
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GRI material aspect: forced or compulsory labour

409-1	Annual report 2018, "Respect for human rights in the supply chain" Annual report 2018, "Code of conduct for suppliers"	✓✓	
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GRI material aspect: supplier social assessment

414-1	Annual report 2018, "Respect for human rights in the supply chain"	✓✓	There is no separate statement of the percentage of new suppliers, which were examined on the basis of social criteria.
414-2	Annual report 2018, "Respect for human rights in the supply chain" Annual report 2018, "Combined non-financial statement"	✓✓	

Since the supplier survey could not identify any risky suppliers, there are no negative social impacts that can be reported.

Deutsche Börse Group voluntarily reports on human and labour rights, as the active protection of human rights is an integral part of the Group's corporate responsibility and therefore addressed at various points in the value chain. This is reported in the non-financial statement, above all, in the sections "Employees" and "Respect for human rights in the supply chain", which focuses on the Group's procurement management.

GRI material aspect: anti-corruption

205-1	Annual report 2018, "Compliance – including combat against corruption and bribery" Annual report 2018, "Non-financial key performance figures: corruption/data protection"	✓✓	
205-2	Annual report 2018, "Non-financial key performance figures: corruption/data protection"	✓	Information by region and employee category is currently not available. Since the compliance function of Deutsche Börse Group is responsible for the entire Group, we pursue a uniform approach for throughout the Group, regardless of employee category and region.
205-3	Annual report 2018 "Non-financial key performance figures: corruption/data protection" Annual report 2018, "Legal disputes and business practice"	✓	

Deutsche Börse Group area for action: brand management

Brand management and customer satisfaction	Annual report 2018, "Customer satisfaction" Annual report 2018 "Product matters" Annual report 2018, "Deutsche Börse Group: an overview"	✓✓	
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Deutsche Börse Group area for action: stable, transparent and fair markets

Stable, transparent and fair markets	Annual report 2018, "Stable, transparent and fair markets" Annual report 2018, "Non-financial key indicators: social matters"	✓✓	
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Deutsche Börse Group area for action: sustainable product and service portfolio

Sustainable index products	Annual report 2018, "Sustainable index products"	✓✓	
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Gruppe Deutsche Börse Handlungsfeld: Einbindung von Stakeholdern

See 102-40 to 102-44	https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/green-and-sustainable-finance-cluster-germany	✓	
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Jörg Baumann (Title)

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and notes produced in-house using firesys and SmartNotes.

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www.deutsche-boerse.com/annual_report

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GC Pooling®, M7®, MDAX®, ÖkoDAX®, SDAX®, T7®, TecDAX®,
VDAX®, Vestima®, Xetra® and Xetra-Gold® are registered trade-
marks of Deutsche Börse AG. 360T® is a registered trademark of
360 Treasury Systems AG. EURO STOXX®, EURO STOXX 50®,
iSTOXX® and STOXX® Europe 600 Financials are registered trade-
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