



Deutsche Börse Group

Annual report 2021

GRI Index 2021

1,550.780	1,770.880								
1,542.520	1,773.150								
1,567.760	1,776.780								
1,576.870	1,780.970								
1,584.740	1,790.020	1,550.780							1,5
1,572.210	1,790.160	1,542.520	149.86						1,5
1,573.830	1,788.610	1,567.760	149.54						1,5
1,576.550	1,783.340	1,576.870	151.61						1,5
1,582.500	1,779.900	1,584.740	170.33	152.38	1,770.880				1,5
1,559.120	1,760.010	1,572.210	171.71	153.39	1,773.150				1,5
1,567.550	1,752.510	1,573.830	168.71	152.37	1,776.780				1,5
1,562.130	1,754.510	1,576.550	170.95	152.45	1,780.970				1,5
1,573.370	1,684.060	1,582.500	172.19	152.63	1,790.020				1,5
1,567.210	1,667.930	1,559.120	172.27	153.65	1,790.160				1,5
1,542.510	1,708.910	1,567.550	172.11	152.12	1,788.610				1,5
1,565.570	1,685.770	1,562.130	170.48	152.47	1,783.340				1,5
1,539.080	1,677.740	1,573.510	169.88	152.18	1,779.900				1,5
1,543.360	1,698.990	1,573.370	166.10	153.25	1,760.010				1,5
1,565.710	1,729.050	1,567.210	166.96	153.33	1,752.510				1,5
1,545.470	1,723.370	1,542.510	169.67	152.47	1,754.510				1,5
1,521.430	1,722.820	1,565.570	170.65	151.25	1,684.060				1,5
1,543.360	1,724.380	1,539.080	172.50	152.22	1,684.620				1,5
1,565.710	1,723.370	1,545.470	172.34	150.43	1,667.930				1,5
1,540.540	1,722.820	1,521.430	171.38	150.60	1,708.910				1,5
1,543.360	1,724.380	1,543.360	172.51	147.80	1,685.770				1,5
1,565.710	1,733.330	1,565.710	173.33	149.69	1,677.740				1,5
1,540.540	1,725.820	1,540.540	172.58	151.55	1,698.990				1,5
1,521.430	1,723.370	1,521.430	171.38	152.04	1,743.480				1,5
1,543.360	1,729.050	1,543.360	172.51	152.85	1,729.050				1,5
1,565.710	1,723.370	1,565.710	173.33		1,723.370				1,5
1,540.540	1,722.820	1,540.540	172.58		1,722.820				1,5
1,521.430	1,724.380	1,521.430	171.38		1,724.380				1,5

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

GRI-Indicator	Section/comment	Assurance provided	Omissions	UNGC ¹
General standard disclosures				
Organisational profile				
102-1	Annual report 2021, „Deutsche Börse: Fundamental information about the Group“	✓		
102-2	Annual report 2021, „Deutsche Börse: Fundamental information about the Group“ 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“	✓		
102-4	Annual report 2021, „34. List of shareholdings“	✓		
102-5	Annual report 2021, „Deutsche Börse: Fundamental information about the Group“	✓		
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“ 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.	✓		6
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.	✓		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“ No significant changes have been made to supplier location, supply chain structure or supplier selection.	✓		
102-11	Annual report 2021, „Letter from the CEO“ 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	✓		1
102-41	The proportion of employees covered by collective bargaining agreements in the year 2021 was 33 per cent.	✓		3
Strategy				
102-14	Annual report 2021, „Letter from the CEO“	✓		1-10
Ethics and integrity				
102-16	Annual report 2021, „Information on corporate governance practices“	✓		10

¹ Not part of the audit of the GRI Content Index

Governance		
102-18	Annual report 2021, „Deutsche Börse AG’s Executive Board“ 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“ Annual report 2021, „ESG: Commitment and opportunity for Deutsche Börse“	✓
Stakeholder engagement		
102-40	Annual report 2021, „Our stakeholder engagement“ https://www.deutsche-boerse.com/dbg-en/sustainability/our-value-contribution	✓
102-42	Annual report 2021, „Our stakeholder engagement“ 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-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	✓
Identified material aspects and boundaries		
102-45	Annual report 2021, „34. List of shareholdings“ If reference is made to a different basis of consolidation, this will be indicated in the text or a footnote.	✓
102-46	Annual report 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-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	✓
Report profile		
102-50	01.01.2021–31.12.2021	✓
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“ 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“ Annual report 2021, „Supervisory Board committees in the reporting year: composition and responsibilities“ Annual report 2021, „Accounting and auditing“	✓
Specific standard disclosure		
Deutsche Börse Group area for action: economic performance		
Category: economic		
Economic performance		
103-1	Annual report 2021, „Letter from the CEO“ 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-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“ 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	✓

201-1	The value added is calculated as the company's performance after deduction of depreciation and third-party costs. In 2021, the value added of the Deutsche Börse Group amounted to 2,737.5 Mio. € (2020: 2,400.8 Mio. €). The distribution of the value added shows, that a large part of it flows back into the economy: 23 per cent (617.9 Mio. €) benefited shareholders in form of dividend payments. The personnel expenses in form of salaries and other compensation components amounted to 37 per cent (1,002.1 Mio. €). Taxes were paid in the amount of 16 per cent (444.4 Mio. €). 1 per cent (39.8 Mio. €) was attributable to providers of debt capital. The value added remaining in the company of 23 per cent (633,3 Mio. €) is used for instance for investments in growth initiatives.	✓																						
Indirect economic impacts																								
103-1	Annual report 2021, „Combined non-financial statement“ Annual report 2021, „How we add value“ Annual report 2021, „Our social environment“	✓																						
103-2	Annual report 2021, „How we add value“ Annual report 2021, „Our social environment“	✓																						
103-3	Annual report 2021, „How we add value“ Annual report 2021, „Our social environment“	✓																						
203-2	Annual report 2021 „What we achieved in 2021“ Annual report 2021, „How we add value“ Annual report 2021 „Our customers and markets“ Annual report 2021, „Our social environment“ Annual report 2021, „Development of non-financial performance indicators“	✓																						
Deutsche Börse Group area for action: environmental management																								
Category: environmental																								
103-1	https://deutsche-boerse.com/dbg-en/sustainability/our-value-contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/environmental-management Annual report 2021 „Climate strategy and reporting“	✓	7-9																					
103-2	https://deutsche-boerse.com/dbg-en/sustainability/our-value-contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/environmental-management	✓	7-9																					
103-3	https://deutsche-boerse.com/dbg-en/sustainability/our-value-contribution/materiality-analysis https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/environmental-management For the specific indicators, only requirements relevant for Deutsche Börse are included in the report.	✓	7-9																					
Material																								
301-1	Paper consumption in tonnes <table border="1"> <thead> <tr> <th>Entity</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>ISS</td> <td>3.2</td> </tr> <tr> <td>360T</td> <td>0.7</td> </tr> <tr> <td>Qontigo</td> <td>1.7</td> </tr> <tr> <td>EEX</td> <td>3.4</td> </tr> <tr> <td>DBAG</td> <td>13.3</td> </tr> <tr> <td>Total</td> <td>22.3</td> </tr> </tbody> </table>	Entity	t	ISS	3.2	360T	0.7	Qontigo	1.7	EEX	3.4	DBAG	13.3	Total	22.3	✓	Most of the paper used is FSC certified and carries the EU Ecolabel							
Entity	t																							
ISS	3.2																							
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EEX	3.4																							
DBAG	13.3																							
Total	22.3																							
Energy																								
302-1	Energy consumption (electricity and heating) in megawatt hours (MWh) and gigajoule (GJ) <table border="1"> <thead> <tr> <th>Location</th> <th>MWh</th> <th>GJ</th> </tr> </thead> <tbody> <tr> <td>America</td> <td>3,810.4</td> <td>13,717.5</td> </tr> <tr> <td>Asia/Pacific</td> <td>1,242.5</td> <td>4,473.0</td> </tr> <tr> <td>Europe</td> <td>71,590.0</td> <td>257,724.0</td> </tr> <tr> <td>Deutsche Börse Group total</td> <td>76,642.9</td> <td>275,914.5</td> </tr> <tr> <td>Thereof renewable energies</td> <td>48,650.3</td> <td>175,141.1</td> </tr> <tr> <td>Thereof non-renewable energies</td> <td>27,992.6</td> <td>100,773.5</td> </tr> </tbody> </table> 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 DEFRA or IEA are used.	Location	MWh	GJ	America	3,810.4	13,717.5	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	✓	7
Location	MWh	GJ																						
America	3,810.4	13,717.5																						
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Thereof renewable energies	48,650.3	175,141.1																						
Thereof non-renewable energies	27,992.6	100,773.5																						

302-3	Annual report 2021, “What we achieved in 2021“	✓																										
	Energy consumption from 302-1: 275,915 GJ 2021 net revenue in € million: 3,509.5																											
	GJ / net revenue in € million: 78.61 GJ / € million																											
Emissions																												
305-1	<p>Scope 1 CO₂ emissions (in t)</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Scope 1 Emissions (t CO₂)</th> </tr> </thead> <tbody> <tr> <td>America</td> <td>80.9</td> </tr> <tr> <td>Asia/Pacific</td> <td>16.4</td> </tr> <tr> <td>Europe</td> <td>966.3</td> </tr> <tr> <td>Deutsche Börse Group total</td> <td>1,063.6</td> </tr> </tbody> </table> <p>The emission factors come from the local energy suppliers or from the Ecoinvent database.</p>	Location	Scope 1 Emissions (t CO ₂)	America	80.9	Asia/Pacific	16.4	Europe	966.3	Deutsche Börse Group total	1,063.6	✓																
Location	Scope 1 Emissions (t CO ₂)																											
America	80.9																											
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305-2	<p>The emission factors come from the local energy suppliers or from the Ecoinvent database.</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Electricity (in t)</th> <th>Heating (t CO₂)</th> <th>Cooling (t CO₂)</th> <th>Steam (t CO₂)</th> </tr> </thead> <tbody> <tr> <td>America</td> <td>1,350.9</td> <td>32.6</td> <td>1.0</td> <td>0</td> </tr> <tr> <td>Asia/Pacific</td> <td>546.5</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Europe</td> <td>453.0</td> <td>362.9</td> <td>13.1</td> <td>164.5</td> </tr> <tr> <td>Deutsche Börse Group total</td> <td>2,350.4</td> <td>395.5</td> <td>14.1</td> <td>164.5</td> </tr> </tbody> </table> <p>Total Scope 2 CO₂-emissions for 2021 were 2,924.5 tonnes.</p>	Location	Electricity (in t)	Heating (t CO ₂)	Cooling (t CO ₂)	Steam (t CO ₂)	America	1,350.9	32.6	1.0	0	Asia/Pacific	546.5	0	0	0	Europe	453.0	362.9	13.1	164.5	Deutsche Börse Group total	2,350.4	395.5	14.1	164.5	✓	
Location	Electricity (in t)	Heating (t CO ₂)	Cooling (t CO ₂)	Steam (t CO ₂)																								
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Deutsche Börse Group total	2,350.4	395.5	14.1	164.5																								
305-3	<p>More indirect CO₂ emissions – Scope 3</p> <table border="1"> <thead> <tr> <th>Mode of travel</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Company car</td> <td>1,333.6</td> </tr> <tr> <td>Flights</td> <td>655.2</td> </tr> <tr> <td>Shuttle bus</td> <td>0</td> </tr> <tr> <td>Total</td> <td>1,988.8</td> </tr> </tbody> </table> <p>In 2021, no shuttle bus trips took place due to the corona pandemic. We use the generally accepted DEFRA standard factors for flights. These emission factors are applied to the distance in kilometres flown, which we obtain from the Group-wide travel agency. For company cars we use emission factors corresponding to the car model from values provided by the manufacturer and factors from Ecoinvent.</p>	Mode of travel	t	Company car	1,333.6	Flights	655.2	Shuttle bus	0	Total	1,988.8	✓																
Mode of travel	t																											
Company car	1,333.6																											
Flights	655.2																											
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Total	1,988.8																											
305-4	Annual report 2021, „Performance figures for Deutsche Börse AG“	✓	8																									
	Scope 1 emissions from 305-1: 1,063.6 t Scope 2 emissions from 305-2: 2,924.5 t Scope 3 emissions from 305-3: 1,988.8 t Total: 5,977 t																											
	Intensity ratio: tonnes of CO ₂ per 1 million € net revenue: 1,7																											
Deutsche Börse Group area for action: human capital development																												
Category: social																												
103-1	Annual report 2021, „People strategy“	✓	6																									
103-2	Annual report 2021, „Our employees“	✓	6																									
103-3	Annual report 2021, „Our employees“	✓	6																									

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			
	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	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.

401-3

Key figures on parental leave

	Entered parental leave in 2021		Returned from parental leave in 2020		Multiple-year return ratio ¹⁾	
	Male	Female	Male	Female	Male %	Female %
Deutsche Börse AG	18	39	22	38	95%	95%
Deutsche Börse Group	98	164	107	149	97%	91%

1) 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.

² Due to missing information (e.g. gender or age) "headcounts" of subcategories do not always add up to the total sum

³ Due to missing information (e.g. gender or age) "headcounts" of subcategories do not always add up to the total sum

Training and education

404-1

Key figures on staff training in 2021

	Deutsche Börse AG			Deutsche Börse Group		
	Male	Female	Total	Male	Female	Total
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 ¹⁾	2.1	2.8	2.3	1.8	2.3	2.0
Number of hours	16,719	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 equivalent

404-3

Deutsche Börse Group managers hold annual appraisal discussions with employees within their area of responsibility, jointly defining targets for the next year and they document these discussions. 92.5 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:

- In accordance with the company agreement, German employees aged 59 and over can waive the annual assessment and target agreement process.
- Newly hired employees receive an assessment and target agreement for the first time following their probationary period.
- For persons who are absent for a long period of time (e.g. parental leave, illness), no assessment and agreement on objectives need to be carried out.

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.

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 2021, „Target figures for the proportion of female executives beneath the Executive Board“
 Annual report 2021, „Diversity concept for the Executive Board and the Supervisory Board“
 Annual report 2021, „Targets for composition and qualification requirements of the Supervisory Board“
 Annual report 2021, „Share of women holding management positions“
 Annual report 2021, „Promotion of diversity and inclusion“
 Annual report 2021, „Key data on Deutsche Börse Group's workforce as at 31 December 2021“

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

6

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Deutsche Börse Group area for action: good governance			
103-1	https://deutsche-boerse.com/dbg-en/sustainability/our-value-contribution/materiality-analysis <u>Anti-bribery and corruption</u> Annual report 2021, „Compliance – including measures against corruption and bribery“ <u>Respect for human rights</u> Annual report 2021, „Human rights matters“ Annual report 2021, „Promotion of diversity and inclusion“	✓	10
103-2	<u>Anti-bribery and corruption</u> Annual report 2021, „Compliance – including measures against corruption and bribery“ <u>Respect for human rights</u> Annual report 2021, „Human rights matters“ Annual report 2021, „Promotion of diversity and inclusion“	✓	10
103-3	<u>Anti-bribery and corruption</u> Annual report 2021, „Key non-financial performance indicators: corruption prevention and data protection“ <u>Respect for human rights</u> 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“	✓	10
Human rights assessment			
412-3	Annual report 2021, „Human rights matters“ https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement	✓	2, 4, 5
Non-discrimination			
406-1	Annual report 2021, „Promotion of diversity and inclusion“	✓	6
GRI material aspect: freedom of association and collective bargaining			
407-1	Annual report 2021, „Code of conduct for suppliers“ https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement Our Code of Conduct for suppliers	✓	3
GRI material aspect: child labour			
408-1	Annual report 2021, „Code of conduct for suppliers“ https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement Our Code of Conduct for suppliers	✓	5
GRI material aspect: forced or compulsory labour			
409-1	Annual report 2021, „Code of conduct for suppliers“ https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement Our Code of Conduct for suppliers	✓	4
GRI material aspect: supplier human rights assessment			
414-1	https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement	✓	1, 2
414-2	https://deutsche-boerse.com/dbg-en/sustainability/our-social-environment/procurement 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.	✓	1, 2

GRI material aspect: anti-corruption			
205-1	Annual report 2021, „Compliance – including measures against corruption and bribery“ Annual report 2021, „Key non-financial performance indicators: corruption prevention and data protection“	✓	10
205-2	Annual report 2021, „Key non-financial performance indicators: corruption prevention and data protection“ 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 guideline is part of the Deutsche Börse Group Compliance Manual. It is recognised by all business partners upon signing the framework agreement.	✓	10
205-3	Annual report 2021, „Key non-financial performance indicators: corruption prevention and data protection“ Annual report 2021, „Legal disputes and business practice“	✓	10
Deutsche Börse Group area for action: sustainable product and service portfolio			
103-1	Annual report 2021, „What we achieved in 2021“	✓	
103-2	Annual report 2021, „Our customers and markets“		
103-3	Annual report 2021, „Results of operations“		
Self-defined indicator: ESG products			
Deutsche Börse 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			

Acknowledgement

Published by

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

Concept and layout

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

Photographs

onformative GmbH

Publication date

11 March 2022

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

Publications service

The annual report 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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