

## Employment key figures for Deutsche Börse Group

### Key data on Deutsche Börse Group's workforce as of 31 December 2022 (part 1)

	Deutsche Börse AG		Deutsche Börse Group					
	All Locations		Germany		Luxembourg		Czech Republic	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Employees (Headcount)<sup>1</sup></b>	<b>1,093</b>	<b>679</b>	<b>2,102</b>	<b>1,429</b>	<b>735</b>	<b>478</b>	<b>723</b>	<b>445</b>
50 years and older	394	154	621	293	252	120	48	13
40–49 years	272	155	566	352	242	150	222	107
30–39 years	321	266	704	561	175	149	344	217
Under 30 years	106	104	211	223	66	59	109	108
Average age	44	40	43	40	44	42	38	35
<b>Employee classification</b>								
Full-time employees	1,043	527	1,965	1,023	708	349	710	390
Part-time employees	50	152	137	406	27	129	13	55
<b>Length of service</b>								
Under 5 years (%)	37	44	41	44	34	38	50	53
5–15 years (%)	36	33	35	35	27	25	48	47
Over 15 years (%)	27	23	24	21	39	37	2	0
<b>Staff turnover</b>								
Joiners	102	76	250	184	85	63	127	95
Leavers	82	59	180	123	63	38	102	48
<b>Training</b>								
Training days per employee (FTE)	2.6	3.2	2.5	3.2	2.7	3.9	3.7	5.0

1) Due to missing information (e.g. gender), headcounts of subcategories do not always add up to the total.

## Key data on Deutsche Börse Group's workforce as of 31 December 2022 (part 2)

Deutsche Börse Group							
	Ireland		USA		Other Locations		Total (part 1 and 2)
	Male	Female	Male	Female	Male	Female	
<b>Employees (Headcount)<sup>2</sup></b>	<b>276</b>	<b>260</b>	<b>756</b>	<b>403</b>	<b>1,922</b>	<b>1,531</b>	<b>11,078</b>
50 years and older	23	13	168	105	222	80	1,960
40–49 years	75	93	171	84	382	216	2,660
30–39 years	78	91	239	104	617	458	3,742
Under 30 years	100	63	178	110	702	777	2,716
Average age	35	37	40	40	35	32	38
<b>Employee classification</b>							
Full-time employees	275	230	754	389	1,884	1,449	10,144
Part-time employees	1	30	2	14	38	82	934
<b>Length of service</b>							
Under 5 years (%)	64	41	57	59	72	74	54
5–15 years (%)	20	29	35	27	24	22	31
Over 15 years (%)	16	30	8	14	4	4	15
<b>Staff turnover</b>							
Joiners	83	44	192	104	601	578	2,415
Leavers	61	46	181	75	340	323	1,581
<b>Training</b>							
Training days per employee (FTE)	3.2	4.3	0.6	0.5	0.9	1.1	2.2

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

## Additional HR KPIs

		2022
<b>Absentee rate</b>	%	3.6
<b>Disability rate (total in Germany)</b>	%	2.2
<b>Trainings costs per FTE</b>	€ / FTE	491

## Joiners and leavers by gender in 2022

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
<b>Deutsche Börse AG</b>						
All locations	102	76	178	82	59	141
<b>Deutsche Börse Group</b>						
Germany	250	184	434	180	123	304
Luxembourg	85	63	148	63	38	101
Czech Republic	127	95	222	102	48	150
Ireland	83	44	127	61	46	107
USA	192	104	298	181	75	256
Other locations	601	578	1186	340	323	663
<b>Total</b>	<b>1338</b>	<b>1068</b>	<b>2415<sup>3</sup></b>	<b>927</b>	<b>653</b>	<b>1581<sup>4</sup></b>

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

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## Joiners and leavers by age in 2022

	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
<b>Deutsche Börse AG</b>								
All locations	74	80	16	8	28	68	27	18
<b>Deutsche Börse Group</b>								
Germany	169	194	51	19	70	144	49	32
Luxembourg	52	60	29	7	20	40	26	15
Czech Republic	115	78	25	4	36	71	38	5
Ireland	40	66	20	1	51	35	17	4
USA	162	74	30	32	74	102	45	35
Other locations	783	275	92	35	341	194	68	32
<b>Total</b>	<b>1321</b>	<b>747</b>	<b>247</b>	<b>98</b>	<b>592</b>	<b>586</b>	<b>243</b>	<b>123</b>

## Key figures on parental leave

	Entered parental leave in 2022		Returned from parental leave in 2022		Multiple-year return ratio <sup>5</sup>	
	Male	Female	Male	Female	Male	Female
<b>Deutsche Börse AG</b>	<b>24</b>	<b>28</b>	<b>20</b>	<b>32</b>	<b>100%</b>	<b>91%</b>
<b>Deutsche Börse Group</b>	<b>82</b>	<b>123</b>	<b>77</b>	<b>123</b>	<b>99%</b>	<b>89%</b>

5) Employees whose parental leave ended in 2022 and who have remained within the company