

Health & Safety Policy

Arbeitsschutzrichtlinie

Version 2.3

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1. Objective

The objective of this policy is to define a general framework for the Group to meet the health and safety rules set out in this policy and in the Health & Safety Manual.

2. Principles and Rules

The principles governing compliance with health and safety standards laid down in this policy must be adhered to by all Deutsche Börse Group (DBG) companies that have adopted this policy.

The health and safety regulations set out in this policy are based on national and international laws, rules and regulations and guidelines/policies. If such a legal framework is not available locally or is inadequate, DBG will define an appropriate local standard.

Exceptions to this rule are set out in section 3.3.

3. Scope

3.1. Personal scope of application

This policy applies

- to all staff and the members of the Executive Committee (ExCo) of Deutsche Börse AG (DBAG);
- to all staff and the members of management of the DBG companies that have adopted this policy; and
- to service providers and visitors to DBG insofar as the employee commissioning or receiving the service providers or visitors must ensure that they comply with the policy.

3.2. Factual scope of application

The DBG companies that have adopted this policy shall ensure the implementation of the rules and regulations in force. In particular, they shall:

- a. Provide appropriate and necessary resources for health and safety at work;
- b. Conduct risk assessments and take appropriate steps, where necessary;
- c. Provide a working environment that complies with the latest technical and medical regulations and requirements;
- d. Take precautions for the safe use, storage and transport of items used in the workplace;
- e. Provide employees and service providers with the necessary information, instructions and training for complying with the health and safety standards;
- f. Provide all employees with a contact person for health and safety issues;
- g. Monitor accident reporting to identify specific risks and take action to prevent reoccurrence;
- h. Monitor health and safety measures;
- i. Ensure that all building and workplace infrastructure is maintained in a safe condition;
- j. Provide the necessary welfare facilities at work (e.g. office kitchens with tea/coffee facilities, first aid room);
- k. Keep workstations in a safe and clean condition;
- l. Monitor the working and regulatory environment on a regular basis so that the guidelines can be amended, if necessary;
- m. Appoint and train people to take on special health and safety responsibilities, such as first aid personnel, first responders, security officers and floor security officers. These people will receive training and information and advice on relevant health and safety issues.

3.3. Exemptions and departures from the standards

If, in exceptional cases, compliance with the applicable requirements/standards is impossible, the manager in charge must apply for an exemption. The exemption must be authorised by the responsible health and safety coordinator. Reviews shall be performed regularly to investigate whether any exemptions granted are still necessary.

In order to ensure that the standards are updated and effective at all times, they shall be reviewed at least once a year or following significant changes in the business and regulatory environment. Employees shall be informed of significant changes.

4. Health & Safety Organisational Structure

The senior management of the entities concerned have overall responsibility for health and safety. They have transferred responsibility for performing the tasks arising from this policy to Facility Management. DBG has established a health & safety organisational structure with clearly defined responsibilities and competencies to initiate and monitor the implementation of health and safety measures.

Within the health & safety organisational structure, DBG has appointed one health & safety coordinator each for the location in Germany and the location in Luxembourg. The other locations / regional offices are assigned to one of these main locations.

The health & safety coordinators report directly to the Head of Purchasing & Facility Management. The role of Purchasing & Facility Management and the health & safety coordinators is defined in more detail in the Health & Safety Manual. Purchasing & Facility Management department coordinates all responsibilities arising from this policy.

5. Personal Safety

DBG shall take all necessary precautions to ensure the safety and health of its employees. However, all employees and service providers are also responsible for their personal health and safety. They are obliged within the scope of this policy to take the necessary measures and to avoid all actions that could pose a danger to themselves or others.

6. Information transfer

The line managers concerned must ensure that all reports about health & safety weaknesses and incidents are relayed to the health & safety coordinators at Purchasing & Facility Management so that these can conduct an investigation of the incidents, where appropriate.

7. Health and Safety Management Structure

The health & safety management structure is published on the Intranet and is part of this policy, it contains the health & safety manual and associated organisational charts and procedures that support this policy.

Based on the legal requirements and regulations to which DBG is subject, the health & safety procedures define internal health & safety requirements and are designed to provide a minimum standard. In some cases, DBG procedures may exceed country specific requirements.

Where local regulations differ significantly or have higher standards than published in the DBG procedures, then this will be identified and local adaptations documented accordingly. The line managers or their health & safety representative of regional and representative offices are responsible for documenting changes to the procedures to ensure local compliance. This process will be supported by the health & safety coordinators.

8. Support and Guidance on Health and Safety Issues

The health & safety coordinators at Purchasing & Facility Management are available to assist with questions and advice about this policy, the Health & Safety Manual and all other questions concerning health & safety. All key health & safety-related information is published on the Intranet.

9. Policy Owner

The owner of this policy is the Head of Purchasing & Facility Management department.

**Head of Group
Purchasing & Facility Management**

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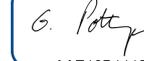


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Matthias Preuß

**Chief Financial Officer
Member of the Executive Board**

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Gregor Pottmeyer