



Deutsche Börse Group

Annual report 2020

GRI Index 2020

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 2020, “Overview of Deutsche Börse Group”	✓	
102-2	Annual report 2020, “Overview of Deutsche Börse Group”	✓	
	No brands, products or services of Deutsche Börse Group are affected by a ban.		
102-3	Annual report 2020, “Overview of Deutsche Börse Group”	✓	
102-4	Annual report 2020, “33 List of shareholdings”	✓	
102-5	Annual report 2020, “Overview of Deutsche Börse Group”	✓	
102-6	Annual report 2020, “Overview of Deutsche Börse Group” https://deutsche-boerse.com/dbg-en/our-company/deutsche-boerse-group/business-areas https://deutsche-boerse.com/dbg-en/our-company/contact/addresses	✓	
102-7	Annual report 2020, “Five-year overview Deutsche Börse Group”	✓	
102-8	Annual report 2020, “Key data on Deutsche Börse Group’s workforce as at 31 December 2020”	✓	
	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.		
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.	✓	
102-10	Changes regarding the size, structure and ownership of the organisation or its supply chain, see: Annual report 2020, “Overview of Deutsche Börse Group”	✓	
	No significant changes have been made to supplier location, supply chain structure or supplier selection.		
102-11	Annual report 2020, “Letter from the CEO” Annual report 2020, “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-globalcompact		
102-12	Annual report 2020, “Information on corporate governance practices”	✓	
102-13	https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/memberships	✓	
102-41	The proportion of employees covered by collective bargaining agreements during the year was 46 per cent.	✓	
Strategy			
102-14	Annual report 2020, “Letter from the CEO”	✓	
Ethics and integrity			
102-16	Annual report 2020, “Information on corporate governance practices”	✓	

Governance		
102-18	Annual report 2020, "The Executive Board" Annual report 2020, "The Supervisory Board" Annual report 2020, "Report of the Supervisory Board" Annual report 2020, "Working practices of the Executive Board and the Supervisory Board" Annual report 2020, "Management approach for a Group-wide commitment to sustainability" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility Group ESG Strategy 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/our-responsibility/materiality-analysis/stakeholders	✓
102-42	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/stakeholders https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
102-43	Annual report 2020, "Product matters" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
102-44	Annual report 2020, "Customer satisfaction" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
Identified material aspects and boundaries		
102-45	Annual report 2020, "33 rd 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 2020, "Combined non-financial statement" https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
102-47	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
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 2020–31 Dec 2020	✓
102-51	12 March 2020	✓
102-52	Annually	✓
102-53	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/contacts	✓
102-54	Annual report 2020, "About this report" Annual report 2020, "Combined non-financial statement"	✓
102-55	https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/gri https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/gri	✓
102-56	Annual report 2020, "About this report" Annual report 2020, "The committees of the Supervisory Board in 2020: composition and responsibilities" Annual report 2020, "Accounting and auditing" https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/annual-report	✓

Specific standard disclosure**Deutsche Börse Group area for action: economic performance****Category: economic****Economic performance**

103-1	Annual report 2020, "Letter from the CEO" Annual report 2020, "Internal management" Annual report 2020, "Value added: breakdown of company performance"	✓	
	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions		
103-2	Annual report 2020, "Letter from the CEO" Annual report 2020, "Internal management"	✓	
	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions		
103-3	Annual report 2020, "Letter from the CEO" Annual report 2020, "Internal management"	✓	
	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions		
201-1	Annual report 2020, "Value added: breakdown of company performance"	✓	
Indirect economic impacts			
103-1	Annual report 2020, "Combined non-financial statement" Annual report 2020, "Social matters"	✓	
	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions		
103-2	Annual report 2020, "Social matters" Annual report 2020, "Value added: breakdown of company performance"	✓	
103-3	Annual report 2020, "Social matters" Annual report 2020, "Value added: breakdown of company performance"	✓	
203-1	Annual report 2020, "Social matters" Annual report 2020, "Value added: breakdown of company performance"	✓	
203-2	Annual report 2020, "Central non-financial key indicators: social matters" Annual report 2020, "Development of trading activity on selected European cash markets" Annual report 2020, "Development of contracts traded on selected derivatives markets" Annual report 2020, "Development of the non-financial key indicators"	✓	
	https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/transparency-initiatives		

Deutsche Börse Group area for action: environmental management**Category: environmental**

103-1	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/environmental-management	✓	
103-2	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/environmental-management	✓	
103-3	https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/environmental-management	✓	
	For the specific indicators, only requirements relevant for Deutsche Börse are included in the report.		

Material

301-1	https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/esg-indicators/environmental	✓ Most of the paper used is FSC certified and carries the EU Ecolabel
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Paper consumption in tonnes

Location	t
Other locations	0.3
Amsterdam	0
Chicago	0.3
Cork	7.2
Frankfurt	13.7
Hong Kong	0.1
Leipzig	1
London	0.7
Luxembourg	5.6
New York	0.3
Paris	0
Prague	2.2
Singapore	0.6
Zug	0.3
Total	32.2

Energy

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

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

Location	MWh	GJ
Amsterdam	90	324
Brussels	53	192
Chicago	343	1,234
Cork	1,660	5,978
Frankfurt Grüneburgweg	619	2,228
Frankfurt/Eschborn	47,417	170,701
Hong Kong	93	334
Leipzig	491	1,767
London	607	2,186
Luxembourg	12,672	45,619
New York	264	949
Subsidiaries	90	325
Paris	344	1,238
Prague	2,790	10,045
Singapore	316	1,138
Zug	129	465
Other offices	125	449
Total	68,103	245,172

In the financial year 2020, 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 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	22,383
Flight	6,442
Total	30,236

302-3 Annual report 2020, "Deutsche Börse Group: key performance figures" ✓

Energy consumption from 302-1: 245,172 GJ

Energy consumption from 302-2: 30,236 GJ

2020 net revenue in € million: 3,213.8

GJ / net revenue in € million: 85.7 GJ / € million

Emissions

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

Scope 1 CO2 emissions (in t)

Total gas emissions (Frankfurt/Eschborn, Amsterdam, Brussels, Cork, London, Paris): **4,931**

Emission factors (gas)

Amsterdam: 236 g CO₂ / kWh

Brussels: 236 g CO₂ / kWh

Frankfurt/Eschborn: 202 g CO₂ / kWh

London: 236 g CO₂ / kWh

Cork: 185 g CO₂ / kWh

Paris: 236 g CO₂ / kWh

The emission factors come from the local energy suppliers.

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

Emission factors

Locations	Electricity (g CO ₂ / kWh)	Heaters (g CO ₂ / kWh)
Frankfurt/Eschborn	0	175
Frankfurt Grüneburgweg	230	n.a.
Brussels	300	n.a.
Luxembourg	0	235,6
Prague	184	335
Cork	0	n.a.
London	527	n.a.
Chicago	361	236
Hong Kong	810	236
Singapore	433	236
Zug	0	236
Leipzig	0	195
New York (Clearstream)	361	236
New York (360T)	361	236
Amsterdam	398	n.a.
Paris (DBAG)	15	n.a.
Paris (EPEX)	0	n.a.
Other locations	398	236
Offices	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	128
Frankfurt Grüneburgweg	49	n.a.
Brussels	12	n.a.
Luxembourg	0	298
Prague	393	221
Cork	0	n.a.
London	210	n.a.
Chicago	96	18
Hong Kong	50	7
Singapore	79	31
Zug	0	14
Leipzig	0	21
New York (Clearstream)	31	19
New York (360T)	19	10
Amsterdam	20	n.a.
Paris (DBAG)	1	n.a.
Paris (EPEX)	0	n.a.
Other locations	36	9
Offices	25	7
Total	1,021	784

Total Scope 2 CO₂ emissions for 2020 were **1,805 tonnes**.

305-3 <https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/esg-indicators/environmental> ✓

More indirect CO2 emissions – Scope 3

Mode of travel	t
Company car	1,544
Shuttle bus	24
Flights	867
Total	2,435

We use MAN factors for emissions from company cars and shuttle buses and the generally accepted DEFRA standard factors for flights. These emission factors are applied to the distance in kilometres driven/ flown, which we obtain from the Group-wide travel agency.

305-4	Annual report 2020, “Deutsche Börse Group key performance figures”	✓
	Scope 1 emissions from 305-1: 4,931 t	
	Scope 2 emissions from 305-2: 1,805 t	
	Scope 3 emissions from 305-3: 2,435 t	
	Total: 9,171 t	
	Intensity ratio: tonnes of CO2 per 1 million € net revenue: 2.85	

Waste

306-2	Waste	✓
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Type	t
Hazardous	36.3
Non-hazardous	171.4
Recycled	187.4
Biological	3
Composted	214
Unclassified	169.1
Total	781.3

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 2020, “Employees” https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions	✓
103-2	Annual report 2020, “Employees” https://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/employees/guiding-principles	
103-3	Annual report 2020, “Employees” https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/esg-indicators/social https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/employees/guiding-principles	✓

Employment

401-1

Joiners and leavers by gender in 2020

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	111	98	209	28	17	45
Deutsche Börse Group						
Germany	230	183	413	82	45	126
Luxembourg	74	30	104	23	23	46
Czech Republic	74	31	105	50	30	80
Ireland	56	26	82	20	12	32
Other locations	138	60	198	119	39	158
Total	571	330	901	294	149	442

Joiners and leavers by age in 2020

	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	87	83	27	12	10	18	12	5
Deutsche Börse Group								
Germany	168	170	54	21	26	61	27	12
Luxembourg	39	35	24	6	12	20	9	5
Czech Republic	45	45	15	0	25	41	11	3
Ireland	47	13	21	1	26	4	2	0
Other locations	79	59	43	17	49	48	41	20
Total	378	322	156	45	138	174	90	40

Annual report 2020, "Key data on Deutsche Börse Group's workforce as at 31 December 2020"

401-2 Annual report 2020, "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 2020		Returned from parental leave in 2020		Multiple-year return ratio ¹⁾	
	Male	Female	Male	Female	Male %	Female %
Deutsche Börse AG	27	35	26	25	100	100
Deutsche Börse Group	97	103	99	116	97	90

1) Employees whose parental leave ended in 2020 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.

Training and education

404-1

Key figures on staff training in 2020

	Deutsche Börse AG			Deutsche Börse Group		
	Male	Female	Total	Male	Female	Total
Average number of training days per employee	4.3	4.5	4.4	4.1	3.6	3.9
Average number of training days per FTE ¹⁾	4.4	5.4	4.8	4.2	4.2	4.2
Number of hours	34,016	21,221	55,236	139,224	73,466	212,691
Thereof managers	7.3%	3.4%	5.8%	5.4%	2.3%	4.3%
Thereof employees	92.7%	96.6%	94.2%	94.6%	97.7%	95.7%

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. 91 per cent 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 2020, "Target figures for the proportion of female executives beneath the Executive Board"
 Annual report 2020, "Diversity concept for the Executive Board and the Supervisory Board"
 Annual report 2020, "Targets for composition and qualification requirements of the Supervisory Board"
 Annual report 2020, "Share of women holding management positions"
 Annual report 2020, "Promoting diversity and gender equality"
 Annual report 2020, "Key data on Deutsche Börse Group's workforce as at 31 December 2020"

✓

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

405-2

Annual report 2020, "Promoting diversity and gender equality"

✓

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/our-responsibility/materiality-analysis/process-actions>

✓

Anti-bribery and corruption

Annual report 2020, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management>

103-2

<https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/employees/guiding-principles>

✓

Anti-Bribery and corruption

Annual report 2020, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management>

103-3	<u>Anti-Bribery and corruption</u> Annual report 2020, “Central non-financial key performance figures: corruption and data protection” <u>Respect for human rights</u> https://deutsche-boerse.com/dbg-en/sustainability/esg-ratings-reporting/esg-indicators/governance “Central non-financial key indicator: respect for human rights”	✓	
Human rights assessment			
412-3	https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management	✓	
Non-discrimination			
406-1	Annual report 2020, “Promoting diversity and gender equality”	✓	
GRI material aspect: freedom of association and collective bargaining			
407-1	Annual report 2020, “Code of conduct for suppliers” https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management	✓	
GRI material aspect: child labour			
408-1	Annual report 2020, “Code of conduct for suppliers” https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management Our Code of Conduct for suppliers	✓	
GRI material aspect: forced or compulsory labour			
409-1	Annual report 2020, “Code of conduct for suppliers” https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management	✓	
GRI material aspect: supplier human rights assessment			
414-1	https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management	✓	There is no separate statement of the percentage of new suppliers examined on the basis of social criteria.
414-2	https://deutsche-boerse.com/dbg-en/sustainability/esg-profile/procurement-management Since the supplier survey could not identify any risky suppliers, there are no negative social impacts to 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. The respective reporting is provided in the “Employees” section of the non-financial statement, as well as on our website , which focuses on the Group’s procurement management.	✓	
GRI material aspect: anti-corruption			
205-1	Annual report 2020, “Compliance – including combat against corruption and bribery” Annual report 2020, “Central non-financial key performance figures: corruption and data protection”	✓✓	
205-2	Annual report 2020, “Non-financial key performance figures: corruption and data protection” 2020: 97 per cent of the target workforce for ABC training measures completed the training in 2020. The guideline is part of the Deutsche Börse Group Compliance Manual. It is recognised by all business partners upon signing the framework agreement.	✓	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 throughout the Group, regardless of employee category or region.
205-3	Annual report 2020, “Central non-financial key performance figures: corruption and data protection” Annual report 2020, “Legal disputes and business practice”	✓	
Deutsche Börse Group area for action: brand management			
103-1	Annual report 2020, “Customer satisfaction”	✓✓	
103-2			
103-3			
Self-defined indicator:			
NPS			
Deutsche Börse Group area for action: stable, transparent and fair markets			
103-1	Annual report 2020, “Stable, transparent and fair markets”	✓✓	
103-2	Annual report 2020, “Non-financial key indicators: social matters”		
103-3			
Self-defined indicator:			
System availability			
Deutsche Börse Group area for action: sustainable product and service portfolio			

103-1	Annual report 2020, "Sustainable index products"	✓✓
103-2		
103-3		
Self-defined indicator:		
Sustainable index products		
Deutsche Börse area for action: stakeholder engagement		
See 102-40 to 102-44	http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/process-actions http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/materiality-analysis/stakeholders http://deutsche-boerse.com/dbg-en/sustainability/esg-profile/green-and-sustainable-finance-cluster-germany	✓