

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 2019, “Overview of Deutsche Börse Group”	✓	
102-2	Annual report 2019, “Overview of Deutsche Börse Group”	✓	
	No brands, products or services of Deutsche Börse Group are affected by a ban.		
102-3	Annual report 2019, “Overview of Deutsche Börse Group”	✓	
102-4	Annual report 2019, “34. List of shareholdings”	✓	
102-5	Annual report 2019, “Overview of Deutsche Börse Group”	✓	
102-6	Annual report 2019, “Overview of Deutsche Börse Group” https://www.deutsche-boerse.com/dbg-en/our-company/deutsche-boerse-group/business-areas https://www.deutsche-boerse.com/dbg-en/our-company/contact/addresses	✓	
102-7	Annual report 2019, “Five-year overview Deutsche Börse Group”	✓	
102-8	Annual report 2019, “Key data on Deutsche Börse Group’s workforce as at 31 December 2019” 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 2019, “Overview of Deutsche Börse Group” No significant changes have been made to supplier location, supply chain structure or supplier selection.	✓	
102-11	Annual report 2019, “Letter from the CEO” Annual report 2019, “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 2019, “Information on corporate governance practices”	✓	
102-13	https://www.deutsche-boerse.com/dbg-en/sustainability/build-trust/memberships	✓	
102-41	The proportion of employees covered by collective bargaining agreements during the year was 47 per cent.	✓	
Strategy			
102-14	Annual report 2019, “Letter from the CEO”	✓	
Ethics and integrity			
102-16	Annual report 2019, “Information on corporate governance practices”	✓	

Governance		
102-18	Annual report 2019, “The Executive Board” Annual report 2019, “The Supervisory Board” Annual report 2019, “Report of the Supervisory Board” Annual report 2019, “Working practices of the Executive Board and the Supervisory Board” Annual report 2019, “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 2019, “Product matters” https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓
102-44	Annual report 2019, “Customer satisfaction” https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓
Identified material aspects and boundaries		
102-45	Annual report 2019, “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 2019, “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 2019–31 Dec 2019	✓
102-51	13 March 2019	✓
102-52	Annually	✓
102-53	https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/contacts	✓
102-54	Annual report 2019, “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 2019, “About this report” Annual report 2019, “The committees of the Supervisory Board in 2019: composition and responsibilities” Annual report 2019, “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 2019, "Letter from the CEO" Annual report 2019, "Value added: breakdown of company performance" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
103-2	Annual report 2019, "Letter from the CEO" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
103-3	Annual report 2019, "Letter from the CEO" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
201-1	Annual report 2019, "Value added: breakdown of company performance"	✓	
Indirect economic impacts			
103-1	Annual report 2019, "Combined non-financial statement" Annual report 2019, "Social matters" https://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
103-2	Annual report 2019, "Social matters" Annual report 2019, "Value added: breakdown of company performance"	✓	
103-3	Annual report 2019, "Social matters" Annual report 2019, "Value added: breakdown of company performance"	✓	
203-1	Annual report 2019, "Value added: breakdown of company performance" https://www.deutsche-boerse.com/dbg-en/sustainability/our-responsibility/value-added	✓	
203-2	Annual report 2019, "Central non-financial key indicators: social matters" Annual report 2019, "Development of trading activity on selected European cash markets" Annual report 2019, "Development of contracts traded on selected derivatives markets" Annual report 2019, "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://www.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://www.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://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management For the specific indicators, only requirements relevant for Deutsche Börse are included in the report.	✓	

Material

301-1	https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental	✓	Most of the paper used is FSC certified and carries the EU Ecolabel
Paper consumption in tonnes			
Location			
t			
Other locations			
			0.8
	Amsterdam		0.4
	Chicago		0.9
	Cork		8.8
	Frankfurt		35.8
	Hong Kong		0.4
	Leipzig		5.8
	London		2.9
	Luxembourg		16.5
	New York		0.8
	Paris		0.3
	Prague		5.8
	Singapore		1.5
	Zug		0.7
	Total		81.4

Energy302-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

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

Location	MWh	GJ
Amsterdam	83	298
Chicago	399	1,437
Cork	1,140	4,104
Frankfurt Grüneburgweg	647	2,328
Frankfurt/Eschborn	53,253	191,710
Hong Kong	100	359
Leipzig	277	998
London	901	3,244
Luxembourg	18,850	67,860
New York	257	927
Paris	427	1,536
Prague	3,119	11,227
Singapore	374	1,345
Zug	135	488
Other locations	348	1,253
Total	80,309	289,113

In the financial year 2019, a total of 1,407 MWh of energy (5065.7796 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	22,743
Flight	24,117
Total	48,271

302-3 Annual report 2019, "Deutsche Börse Group: key performance figures" ✓

Energy consumption from 302-1: 289,113 GJ

Energy consumption from 302-2: 48,271 GJ

2019 net revenue in € million: 2,936.0

GJ / net revenue in € million: 114.9 GJ / € million

Water303-3 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓

Water consumption from municipal sources

Location	m ³
Frankfurt/Eschborn	38,205
Luxembourg	25,393
Prague	10,297
Leipzig	1,629
Amsterdam	355
Paris	1,241
New York	659
Cork	9,666
London	2,397
Chicago	723
Hong Kong	39
Singapore	151
Zug	2,494
Other locations	631
Total	93,880

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. ✓

Water consumption per year

Location	m ³
Frankfurt/Eschborn	34,718
Luxembourg	25,393
Prague	10,297
Leipzig	1,629
Amsterdam	355
Paris	1,241
New York	659
Cork	9,666
London	2,397
Chicago	723
Hong Kong	39
Singapore	151
Zug	2,494
Other locations	631
Total	90,393

Emissions305-1 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓**Scope 1 CO₂ emissions (in t)**

Total gas emissions (Frankfurt/Eschborn, Amsterdam, Cork, London, Paris, Zug): 5,831

Emission factors (gas)Amsterdam: 236 g CO₂ / kWhFrankfurt/Eschborn: 202 g CO₂ / kWhLondon: 236 g CO₂ / kWhCork: 185 g CO₂ / kWhParis: 236 g CO₂ / kWhZurich/Zug: 236 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)	Heaters (g CO ₂ / kWh)
Frankfurt/Eschborn	0	175
Luxembourg	0	235,6
Prague	184	335
Cork	0	n. a.
London	527	n. a.
Chicago	411	236
Hong Kong	800	236
Singapore	433	236
Zug	0	n. a.
Frankfurt Grüneburgweg	204	n. a.
Leipzig	0	195
New York (Clearstream)	690	236
New York (360T)	425	236
Amsterdam	398	n. a.
Paris	300	n. a.
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	136
Luxembourg	0	349
Prague	466	199
Cork	0	n. a.
London	317	n. a.
Chicago	127	21
Hong Kong	50	9
Singapore	93	37
Zug	0	n. a.
Frankfurt Grüneburgweg	46	n. a.
Leipzig	0	26
New York (Clearstream)	64	n. a.
New York (360T)	33	21
Amsterdam	15	n. a.
Paris	82	n. a.
Other locations	107	19
Total	1,400	817

Total Scope 2 CO₂ emissions for 2019 were 2,217 tonnes.

305-3 <https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental> ✓More indirect CO₂ emissions – Scope 3

Mode of travel	t
Company car	1,589
Shuttle bus	97
Flights	3,426
Total	5,112

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 2019, “Deutsche Börse Group key performance figures”	✓
	Scope 1 emissions from 305-1: 5,831 t	
	Scope 2 emissions from 305-2: 2,217 t	
	Scope 3 emissions from 305-3: 5,112 t	
	Intensity ratio: tonnes of CO2 per 1 million € net revenue: 4.48	

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>279</td> </tr> <tr> <td>Recycled</td> <td>255</td> </tr> <tr> <td>Composted</td> <td>312</td> </tr> <tr> <td>Unclassified</td> <td>247</td> </tr> <tr> <td>Total</td> <td>1,116</td> </tr> </tbody> </table>	Type	t	Hazardous	23	Non-hazardous	279	Recycled	255	Composted	312	Unclassified	247	Total	1,116	
Type	t															
Hazardous	23															
Non-hazardous	279															
Recycled	255															
Composted	312															
Unclassified	247															
Total	1,116															

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 2019, “Employees” https://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓
103-2	Annual report 2019, “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 2019, “Employees”	✓

Employment

401-1

Joiners and leavers by gender in 2019

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	125	76	201	54	39	93
Deutsche Börse Group						
Germany	255	156	411	107	70	177
Luxembourg	65	39	104	36	24	60
Czech Republic	144	75	219	65	29	94
Ireland	73	55	128	31	31	62
Other locations	156	88	244	101	52	153
Total	693	413	1106	340	206	546

Joiners and leavers by age in 2019

	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	84	77	30	10	19	38	20	16
Deutsche Börse Group								
Germany	156	181	61	13	32	92	32	21
Luxembourg	49	31	20	4	14	28	12	6
Czech Republic	97	90	30	2	33	43	17	1
Ireland	93	33	2	0	26	26	8	2
Other locations	109	82	34	19	43	64	26	20
Total	504	417	147	38	148	253	95	50

Annual report 2019, "Key data on Deutsche Börse Group's workforce as at 31 December 2019"

401-2 Annual report 2019, "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 2019		Returned from parental leave in 2019		Multiple-year return ratio ¹⁾	
	Male	Female	Male	Female	Male %	Female %
Deutsche Börse AG	28	31	28	19	93	100
Deutsche Börse Group	78	110	71	89	94	97

1) Employees whose parental leave ended in 2019 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 2019

	Deutsche Börse AG			Deutsche Börse Group		
	Male	Female	Total	Male	Female	Total
Average number of training days per employee	4.1	3.6	3.9	3.3	3.2	3.3
Average number of training days per FTE ¹⁾	4.2	4.3	4.2	3.4	3.8	3.5
Number of hours	30,221	15,652	45,873	99,521	60,823	160,344
Thereof managers	6.9%	9.5%	7.8%	7.1%	4.5%	6.1%
Thereof employees	93.1%	90.5%	92.2%	92.9%	95.5%	93.9%

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. 95 per cent of employees recorded in Deutsche Börse Group's internal staff performance appraisal system received an assessment last year. The remaining 5 per cent are subject to the following special provisions:

- 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.

The appraisal system is applied equally to female and male employees. For managerial staff, a separate target-agreement system exists, which is used for all managerial staff to hold discussions.

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 2019, "Target figures for the proportion of female executives beneath the Executive Board"
 Annual report 2019, "Diversity concept for the Executive Board and the Supervisory Board"
 Annual report 2019, "Targets for composition and qualification requirements of the Supervisory Board"
 Annual report 2019, "Share of women holding management positions"
 Annual report 2019, "Promoting diversity and gender equality"
 Annual report 2019, "Measures to promote women"
 Annual report 2019, "Key data on Deutsche Börse Group's workforce as at 31 December 2019"

✓

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

405-2

Annual report 2019, "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://www.deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas>

✓

Anti-bribery and corruption

Annual report 2019, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management>

103-2

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/guiding-principles>

✓

Anti-Bribery and corruption

Annual report 2019, "Compliance – including combat against corruption and bribery"

Respect for human rights

<https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management>

103-3	<u>Anti-Bribery and corruption</u> Annual report 2019, “Central non-financial key performance figures: corruption and data protection” <u>Respect for human rights</u> https://www.deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/governance “Central non-financial key indicator: respect for human rights”	✓	
Human rights assessment			
412-3	https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management	✓	
Non-discrimination			
406-1	Annual report 2019, “Promoting diversity and gender equality”	✓	
GRI material aspect: freedom of association and collective bargaining			
407-1	Annual report 2019, “Code of conduct for suppliers” https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management	✓	
GRI material aspect: child labour			
408-1	Annual report 2019, “Code of conduct for suppliers” https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/procurement-management	✓	
GRI material aspect: forced or compulsory labour			
409-1	Annual report 2019, “Code of conduct for suppliers” https://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/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://www.deutsche-boerse.com/dbg-en/sustainability/set-an-example/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 2019, “Compliance – including combat against corruption and bribery” Annual report 2019, “Central non-financial key performance figures: corruption and data protection”	✓✓	
205-2	Annual report 2019, “Non-financial key performance figures: corruption and data protection” 2019: 97 per cent of the target workforce for ABC training measures completed the training in 2019. 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 2019, “Central non-financial key performance figures: corruption and data protection” Annual report 2019, “Legal disputes and business practice”	✓	
Deutsche Börse Group area for action: brand management			
Brand management and customer satisfaction	Annual report 2019, “Customer satisfaction” Annual report 2019, “Product matters”	✓✓	
Deutsche Börse Group area for action: stable, transparent and fair markets			
Stable, transparent and fair markets	Annual report 2019, “Stable, transparent and fair markets” Annual report 2019, “Non-financial key indicators: social matters”	✓✓	
Deutsche Börse Group area for action: sustainable product and service portfolio			
Sustainable indices	Annual report 2019, “Sustainable index products”	✓✓	
Deutsche Börse area for action: stakeholder engagement			
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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Getty Images/instamatics

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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 2019 is both available in German and English.

The annual report 2019 of Deutsche Börse Group is available as pdf on the internet:

www.deutsche-boerse.com/annual_report

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