



## **CONVENIENCE TRANSLATION**

**Deutsche Börse AG**

### **Declaration of Conformity 2021**

#### **Declaration by the Executive Board and the Supervisory Board of Deutsche Börse AG regarding the German Corporate Governance Code in accordance with section 161 of the German Stock Corporation Act**

The following Declaration of Conformity refers to the current version of the German Corporate Governance Code dated 16 December 2019 (GCGC), which was published in the Federal Gazette on 20 March 2020.

The Executive Board and the Supervisory Board of Deutsche Börse AG declare that the recommendations of the GCGC have been complied with in full in the financial year 2021 to date and will continue to be complied with in the future.

In the period since the last Declaration of Conformity dated 3 December 2020 until 31 December 2020, recommendation G.1, first indent GCGC was not complied with insofar as the Executive Board service contracts not newly concluded or extended in 2020 have only contained a total cap also including ancillary benefits since their revision as of 1 January 2021.

In detail:

Recommendation G.1, first indent DCGK recommends, among other things, that the remuneration system should specify what amount the total remuneration may not

exceed (maximum remuneration). Already with the introduction of the adjusted remuneration system for the Executive Board on 1 January 2020, the annual remuneration comprising fixed and variable remuneration components, pension benefits and ancillary benefits for each Executive Board member was capped at EUR 9.5 million (total cap), after ancillary benefits had previously not been included in the total cap.

This means that recommendation G. 1, first indent of the GCGC has already been complied with in respect of the Executive Board service contracts newly concluded or extended since 1 January 2020. All other Executive Board service contracts were revised accordingly on 1 January 2021 based on the new remuneration system 2021, so that recommendation G.1 GCCG has been complied with in full since then.

Frankfurt/Main, 8 December 2021

The Executive Board

The Supervisory Board