

## Employment key figures for Deutsche Börse Group

Key data on Deutsche Börse Group's workforce as at 31 December 2021

	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>1,079</b>	<b>664</b>	<b>2,037</b>	<b>1,371</b>	<b>673</b>	<b>425</b>	<b>701</b>	<b>400</b>
50 years and older	371	146	587	282	217	103	36	10
40–49 years	275	151	541	317	245	143	201	87
30–39 years	323	266	683	572	156	126	373	225
Under 30 years	111	101	219	194	56	53	91	78
Average age	44	40	43	40	44	42	37	35
<b>Employee classification</b>								
Full-time employees	1,023	459	1,894	895	638	281	685	280
Part-time employees	56	205	143	476	35	144	16	120
<b>Length of service</b>								
Under 5 years (%)	42	44	44	44	32	33	51	52
5–15 years (%)	32	33	33	35	26	28	48	48
Over 15 years (%)	26	23	23	21	42	39	1	1
<b>Staff turnover</b>								
Joiners	107	67	204	159	52	41	112	82
Leavers	57	28	104	73	57	42	58	44
<b>Training</b>								
Training days per employee (FTEs)	2.1	2.8	2.1	2.6	2.3	3.1	3.1	4.5

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

Deutsche Börse Group

	Ireland		USA		Other locations		Total (part 1 and 2)
	Male	Female	Male	Female	Male	Female	
<b>Employees (Headcount)<sup>1</sup></b>	<b>257</b>	<b>263</b>	<b>749</b>	<b>376</b>	<b>1,651</b>	<b>1,289</b>	<b>10,200</b>
50 years and older	19	13	161	85	182	70	1,765
40–49 years	80	92	165	82	337	184	2,477
30–39 years	64	91	223	94	528	385	3,521
Under 30 years	94	67	135	86	517	571	2,162
Average age	36	36	37	37	34	31	38
<b>Employee classification</b>							
Full-time employees	255	228	745	366	1,620	1,236	9,131
Part-time employees	2	35	4	10	31	53	1,069
<b>Length of service</b>							
Under 5 years (%)	65	38	52	51	66	67	51
5–15 years (%)	26	43	37	33	28	28	33
Over 15 years (%)	10	19	11	16	5	5	16
<b>Staff turnover</b>							
Joiners	44	20	121	67	487	377	1,882
Leavers	33	25	133	69	270	203	1,184
<b>Training</b>							
Training days per employee (FTEs)	3.2	3.4	0.1	0.2	1.0	1.3	2.0

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

Additional HR KPIs

<b>Absenteeism rate</b>		
	%	2021
Total		2
<b>Disability rate</b>		
	%	2021
Total in Germany		2%
<b>Trainings costs per FTE (excl. 360T, Qontigo, ISS, EEX subsidiaries &amp; Crypto Finance)</b>		
	€ / FTE	2021
Total		625

## Joiners and leavers by gender in 2021

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
<b>Deutsche Börse AG</b>						
All locations	107	67	174	57	28	85
<b>Deutsche Börse Group</b>						
Germany	205	159	394	105	73	201
Luxembourg	52	41	93	58	42	100
Czech Republic	112	82	195	58	44	102
Ireland	44	20	64	33	25	58
USA	121	67	199	133	69	208
Other locations	487	377	938	270	203	517
<b>Total</b>	<b>1021</b>	<b>746</b>	<b>1883<sup>2</sup></b>	<b>657</b>	<b>456</b>	<b>1186<sup>3</sup></b>

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

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## Joiners and leavers by age in 2021

	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	83	62	20	9	17	34	11	24
<b>Deutsche Börse Group</b>								
Germany	155	171	50	16	43	90	29	35
Luxembourg	38	37	13	5	18	24	25	33
Czech Republic	79	79	30	7	26	48	18	4
Ireland	39	7	16	2	35	18	4	1
USA	82	62	26	27	78	72	33	22
Other location	522	194	68	37	251	134	52	45
<b>Total</b>	<b>915</b>	<b>550</b>	<b>203</b>	<b>94</b>	<b>451</b>	<b>386</b>	<b>161</b>	<b>140</b>

Key figures on parental leave

	Entered parental leave in 2021		Returned from parental leave in 2020		Multiple-year return ratio <sup>1)</sup>	
	Male	Female	Male	Female	Male %	Female %
Deutsche Börse AG	18	39	22	38	95%	95%
Deutsche Börse Group	98	164	107	149	97%	91%

1) Employees whose parental leave ended in 2021 and who have remained with the company