

Health and Safety Policy

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 the Health & Safety Manual.

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.

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.

Health and 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 and safety organisational structure with clearly defined responsibilities and competencies to initiate and monitor the implementation of health and safety measures.

Within the health and safety organisational structure, DBG has appointed one health and 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 and safety coordinators report directly to the Head of Group Organisational Services. The role of Group Organisational Services and the health and safety coordinators is defined in more detail in the Health and Safety Manual. Group Organisational Services coordinates all responsibilities arising from this policy.

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

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.