



Job, Life & Family

Deutsche Börse Group offers its employees various possibilities for balancing their personal and working lives (“job, life & family”). The concept focuses on the following topics:

Job flexibility (Hybrid Working)

With the introduction of the hybrid working model, we aim to create a more flexible working environment. It enables employees to work both from the office and remotely, accommodating all different needs.

Within our hybrid working framework, employees with a work contract in Germany have the possibility to work from abroad for up to 12 days per calendar year. With this, we want to further enhance our flexible way of working.

Flexible working hours (e.g. working part-time)

At almost all locations of Deutsche Börse Group, flexible working hours and part-time models do exist.

Childcare

Financial contribution provided for costs of childcare: Employees in Germany receive up to € 255.65 net per child and month in accordance with the tax rules until mandatory schooling starts. The amount may be used as subsidy for attending kindergarten or renting a day-care mother.

Emergency childcare

In case of emergencies, employees in Germany can use the service of a so-called back-up center of pme Familienservice GmbH for up to five days a year. For example, there is an emergency if the regular day care center does not work unexpectedly. The back-up center provides for kids of all ages short-term care on weekdays, on weekends and at night. The service is free of charge for our employees.

Supervised vacation programs

Deutsche Börse Group offers employees’ children aged from 5

to 15 years to participate in a supervised activity program during their vacation from school. Depending on the day, the supervised vacation program may incur additional costs for the employee.

Care for elderly people and family

In order to support staff members in caring for family members with a significant need for nursing and care, a program promoting the care of elderly and family was introduced for Germany and Luxemburg. Employees have the opportunity to reduce their work hours for a certain period of time. They can either take a sabbatical or work part time, as they choose. The HR departments shall endeavour to find an individual solution that meets the employee’s needs best during this difficult time. In addition, the Group offers its employees an individual consultation free of charge via the pme Familienservice GmbH on all aspects of the planning and funding of a temporary or permanent outpatient or inpatient care service as well as preventive measures.

Sabbatical

Staff members in Germany can take a sabbatical to pursue private (recreational) interests, such as further training, taking time for family/private projects or longer volunteering activities. This offer is subject to the approval of the respective line manager.

Health promotion

Staff members at all locations are allowed to take advantage of a broad spectrum of services for the promotion of health and well-being. For more information, see the fact sheet “*work-life balance*”.

Sport & health initiatives

Employees in Germany can use our fitness offer “EGYM Wellpass”, which is designed to fit into our flexible and hybrid work environment. With EGYM Wellpass, employees have access to a broad sports offering, be it at home, in a gym near the office or a sport facility close to their home – all in one membership. Yoga, Back Fit, and Boxing classes are offered

weekly free of charge for employees at the premises in Eschborn.

KYAN Health

Kyan Health offers prevention, self-care and confidential 1:1 support through a web portal and an app - to make employees' mental wellbeing a superpower. It is available to all Deutsche Börse Group employees and their families, in more than 30 languages, fully anonymously and free of charge.

INSITE

Comprehensive Employee Wellbeing Program for employees based in Eschborn only:

- **Work & Profession:** Support for workplace conflict, crises and overload
- **Addiction & Dependence:** Help with depression, addiction and burnout
- **Mental Health:** Tools to enhance mental fitness and stress resilience
- **Leadership:** Coaching for leaders on stress management and prevention
- **Therapy & Doctor Search:** Assistance in finding specialists, clinics and therapy placements
- **Emergency Support:** Crisis intervention and support for acute situations, including suicide risk

Goals

- Supporting employees in different stages of life
- Providing a better balance between work and leisure and therefore a healthier (less stressful) attitude of employees and managers at work
- Increasing employees' motivation through more autonomy
- Enhancing attractiveness of Deutsche Börse Group as an employer and fostering long-term retention of employees
- Creating opportunities for managers with children to develop a career
- Increasing the awareness of the demographic development in Germany