



Work-Life Balance

Our Work-Life Balance initiatives are aiming at raising employee's awareness of health issues and enabling employees to achieve a better balance between work and leisure. Core elements are offers for health promotion, flexible working models as well as occupational health and safety measures.

Healthcare

At all locations, employees can take advantage of a wide range of options to promote their own health; here are some examples:

In **Frankfurt/Eschborn** regular workshops, training and coaching sessions are offered free of charge to promote health and wellbeing, e.g. business yoga, boxing or back exercises. Participation in these courses aims at increasing the quality of life as well as satisfaction in the professional and private lives of employees. Employees can also learn how to increase their performance and how to cope with stress. Additional offers, also free of charge, such as regular eye tests, first-aid-classes or flu vaccination round off the program as well as the flexible fitness offer with EGYM Wellpass.

The company building in **Luxembourg** has its own gym which is supervised by a qualified trainer and offers physiotherapy. In **London, Cork** and **Prague** the range of sports on offer is supported, for example, by corporate memberships or contributions to the membership fees of a gym.

To support employees' mental well-being, Kyan Health offers prevention, self-care, and confidential one-on-one support through a web portal and an app. It is available to **all employees of Deutsche Börse Group and their families** in more than 30 languages, completely anonymously and free of charge.

At the locations **Eschborn, Prague, Cork, London, Luxembourg**, and **Chicago**, local psychological counseling can be accessed for acute cases.

Occupational health and safety

Occupational health and safety measures are applied and monitored at all locations of Deutsche Börse Group. These measures are documented and published. Workplace inspections take place regularly. If necessary, employees with health problems receive extra equipment for their workplace, for example a height-adjustable table after suffering a slipped disc.

Objectives

- Prevention of physical and mental illness or relapse
- Promote wellbeing of employees and raise awareness of their personal health
- Promoting healthier work habits
- Increasing employee motivation