



This report was prepared in accordance with the GRI G4 Framework, reporting option “Core”.

GRI indicator	Page number/comment	Assurance	
		provided	Omissions
General standard disclosures			
Strategy and analysis			
G4-1	Financial report 2015, p. 5	✓	
Organisational profile			
G4-3	Financial report 2015, p. 18	✓	
G4-4	Financial report 2015, p. 18	✓	
G4-5	Financial report 2015, p. 18	✓	
G4-6	Financial report 2015, p. 18	✓	
G4-7	Financial report 2015, p. 18	✓	
G4-8	Financial report 2015, p. 20	✓	
G4-9	Financial report 2015, pp. 18, 31, 64, 70, 113	✓	
G4-10	Financial report 2015, p. 72 The company's business activity is performed almost exclusively by employees and is not subject to seasonal fluctuation. Information is only recorded on Deutsche Börse Group employees. Data on external reporting staff (temporary employees) and contractors is not recorded.	✓	
G4-11	Employees covered Germany: 75%, Luxembourg: 90%, Czech Republic: 0%	✓	
G4-12	The Deutsche Börse Group supply chain's main inputs are energy, ICT, IT services and office supplies. In addition, marketing services and merchandising materials are purchased. Additional inputs from external contractors pertain to Human Resources, transportation/travel and professional services. We aim to execute a robust sourcing strategy and procurement process ensuring that all suppliers and manufacturers are delivering desired price/quality of services/products, by minimised risk, focused on Europe in terms of geographical coverage, and that both camps are engaged in ethical business practices (e.g. Code of Conduct (CoC), trustworthiness rules).	✓	
G4-13	For changes in size, structure and holdings of the organisation or its value chain, see: Financial report 2015, pp.18, 19 There was no significant change in the location of suppliers, the structure of the supply chain and supplier selection.	✓	
G4-14	The Deutsche Börse Group companies are conscious of their social and ecological responsibility and are committed to the principles of sustainability. The company meets its corporate responsibility comprehensively and in dialogue with its relevant stakeholder groups it relies to a Group-wide sustainability strategy, with the objective of strengthening and securing the economic and social value of the Group.	✓	
G4-15	Financial report 2015, pp. 5, 144	✓	
G4-16	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/40_Build_trust/40_Memberships	✓	
Identified material aspects and boundaries			
G4-17	Financial report 2015, p. 18 The consolidated companies deviate from the consolidated companies in the financial report in the indicators included here in the index on materials, energy, water, emissions, effluents and waste, employment, occupational health and safety, training and education, as well as diversity and equal opportunity, equal remuneration for women and men, investment, equal treatment and combating corruption. Further information is provided in the relevant indicators.	✓	

GRI indicator	Page number/comment	Assurance provided	Omissions
G4-18	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
G4-19	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
G4-20	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
G4-21	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
G4-22	No restatements made	✓	
G4-23	Financial report 2015, p. 18 http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
Stakeholder engagement			
G4-24	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/05_Dialogue	✓	
G4-25	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/05_Dialogue	✓	
G4-26	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/05_Dialogue	✓	
G4-27	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas	✓	
Report profile			
G4-28	1 Jan 2015 – 31 Dec 2015	✓	
G4-29	16 Mar 2015	✓	
G4-30	Annually	✓	
G4-31	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility/30_Contact	✓	
G4-32	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/20_GRI_index a.&b. "Core", this table	✓	
G4-33	Financial report 2015, pp. 157–158, C6 http://deutsche-boerse.com/dbg/dispatch/en/binary/gdb_content_pool/imported_files/public_files/10_downloads/Corporate_Responsibility/%20Assurance_report/independent_assurance_report.pdf	✓	
Governance			
G4-34	Financial report 2015, p. 6 The Executive Board Financial report 2015, p. 7 The Supervisory Board Financial report 2015, p. 9–15 Supervisory Board Report Group Sustainability is responsible for the coordination of management of environmental and social and governance (ESG) topics. Deutsche Börse Group Risk Management Committee also takes ESG risks into consideration as long as these topics are core business-related.	✓	
Ethics and integrity			
G4-56	Financial report 2015, p. 144	✓	
Specific standard disclosures			
Deutsche Börse Group area for action: economic performance			
Category: economic			
GRI material aspect: economic performance			
G4-DMA	Financial report 2015, p. 5		
G4-EC1	Financial report 2015, p. 62	✓	For technical reasons, it is not possible to designate costs by region at this time. The company is assessing the current procedure for improvement potential.
GRI material aspect: indirect economic impacts			
G4-DMA	Financial report 2015, p. 5		
G4-EC8	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/50_Social	✓	

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	Annual 2015, pp. 10–13, 21 Deutsche Börse Group's indirect economic impact, namely trading activity and traded contracts, benchmarked against other exchange operators can be found in the financial report 2015, p. 33.																																				
Deutsche Börse Group area for action: corporate citizenship																																					
Category: environmental																																					
GRI material aspect: materials																																					
G4-DMA	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/50_Set_an_example/40_Environmental_management/10_Business_ecology_and_procurement_management http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/60_Create_awareness																																				
G4-EN1	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental Financial report 2015, p. 76 Paper consumption in tons <table border="1"> <thead> <tr> <th>Location</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>64</td> </tr> <tr> <td>Luxembourg</td> <td>35</td> </tr> <tr> <td>Prague</td> <td>12</td> </tr> <tr> <td>Cork</td> <td>12</td> </tr> <tr> <td>London</td> <td>4</td> </tr> <tr> <td>Other international offices</td> <td>7</td> </tr> <tr> <td>Total</td> <td>134</td> </tr> </tbody> </table>	Location	t	Frankfurt/Eschborn	64	Luxembourg	35	Prague	12	Cork	12	London	4	Other international offices	7	Total	134	✓																			
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G4-EN3	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental Financial report 2015, p. 76 Fuel consumption in gigajoule (GJ) for the shuttle bus between Frankfurt/Eschborn and Luxembourg <table border="1"> <thead> <tr> <th>Shuttle bus</th> <th>GJ</th> </tr> </thead> <tbody> <tr> <td>Coach</td> <td>224</td> </tr> <tr> <td>Midibus</td> <td>562</td> </tr> <tr> <td>Minibus</td> <td>824</td> </tr> <tr> <td>Total</td> <td>1,610</td> </tr> </tbody> </table> Energy consumption in megawatt hours (Mwh) and gigajoule (GJ) (part 1) <table border="1"> <thead> <tr> <th>Location</th> <th>Mwh</th> <th>GJ</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>48,747</td> <td>175,488</td> </tr> <tr> <td>Luxembourg</td> <td>15,853</td> <td>57,071</td> </tr> <tr> <td>Prague</td> <td>1,896</td> <td>6,827</td> </tr> <tr> <td>Cork</td> <td>814</td> <td>2,930</td> </tr> <tr> <td>London</td> <td>531</td> <td>1,912</td> </tr> <tr> <td>Other international offices</td> <td>2,207</td> <td>7,947</td> </tr> <tr> <td>Total</td> <td>70,048</td> <td>252,173</td> </tr> </tbody> </table>	Shuttle bus	GJ	Coach	224	Midibus	562	Minibus	824	Total	1,610	Location	Mwh	GJ	Frankfurt/Eschborn	48,747	175,488	Luxembourg	15,853	57,071	Prague	1,896	6,827	Cork	814	2,930	London	531	1,912	Other international offices	2,207	7,947	Total	70,048	252,173	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content. The energy consumption of company cars and flights is not recorded.
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G4- EN6	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental Financial report 2015, p. 76</p> <p>Change of energy consumption 2014 to 2015</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Mwh</th> <th>GJ</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>1,185</td> <td>4,266</td> </tr> <tr> <td>Luxembourg</td> <td>-1,038</td> <td>-3,736</td> </tr> <tr> <td>Prague</td> <td>214</td> <td>772</td> </tr> <tr> <td>Cork</td> <td>814</td> <td>2,930</td> </tr> <tr> <td>London</td> <td>531</td> <td>1,912</td> </tr> <tr> <td>Other international offices</td> <td>-1,560</td> <td>-5,615</td> </tr> <tr> <td>Total</td> <td>147</td> <td>529</td> </tr> </tbody> </table> <p>Since Cork and London were a part of “other international offices” until 2014, individual data for these sites is not available for the previous years. As a result of improving our environmental reporting we are now able to report on the emissions of these sites separately. The changes in energy consumption for these two sites therefore do not reflect increases/decreases but the total emissions.</p> <p>All energy sources in G4-EN3 were also included in G4-EN6. The difference in energy consumption is calculated in comparison to the previous year. Emission reductions result in part from purchases of green electricity for our properties at the Frankfurt/Eschborn and Luxembourg locations. The data is not gathered on the basis of specific initiatives to reduce energy consumption.</p>	Location	Mwh	GJ	Frankfurt/Eschborn	1,185	4,266	Luxembourg	-1,038	-3,736	Prague	214	772	Cork	814	2,930	London	531	1,912	Other international offices	-1,560	-5,615	Total	147	529	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content.
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G4-EN7	<p>Financial report 2015, p. 41 (Source for revenue 2014–2015) Financial report 2015, p. 76 (Source for energy consumption 2014–2015) Change of total energy consumption 2013 versus 2014 = 9 GJ / €m (7% reduction) 2014 versus 2015 = 16 GJ / €m (13% reduction) The conversion of kilowatt hours into gigajoule is calculated based on the defined conversion factors. The reduction in energy consumption is calculated on a year-on-year basis.</p>	✓																									
GRI material aspect: water																											
G4-DMA	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/50_Set_an_example/40_Environmental_management/10_Business_ecology_and_procurement_management http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/60_Create_awareness</p>																										
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	<p>Water consumption from municipal sources</p> <table border="1"> <thead> <tr> <th>Location</th> <th>m³</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>41,328</td> </tr> <tr> <td>Luxembourg</td> <td>26,439</td> </tr> <tr> <td>Prague</td> <td>5,496</td> </tr> <tr> <td>Cork</td> <td>2,130</td> </tr> <tr> <td>London</td> <td>2,182</td> </tr> <tr> <td>Other international offices</td> <td>4,024</td> </tr> <tr> <td>Total</td> <td>81,599</td> </tr> </tbody> </table> <p>The values in the table are taken from metre readings. Water withdrawal in Frankfurt/Eschborn exceeds the water discharge due to evaporation.</p>	Location	m ³	Frankfurt/Eschborn	41,328	Luxembourg	26,439	Prague	5,496	Cork	2,130	London	2,182	Other international offices	4,024	Total	81,599																						
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G4-EN15	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental</p> <p>Financial report 2015, p. 76</p> <p>CO₂ emissions (in t)</p> <p>Total gas (Frankfurt/Eschborn and Cork): 4,114</p> <p>Emission factors</p> <p>Frankfurt/Eschborn: gas – 202 g CO₂ / kWh</p> <p>Cork: gas – 185 g CO₂ / kWh</p> <p>We sourced the emission factors from the local energy suppliers.</p>	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content.																																				
G4-EN16	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental</p> <p>Financial report 2015, p. 76</p> <p>Emission factors</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Electricity (g CO₂ / kWh)</th> <th>Heating (g CO₂ / kWh)</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>0</td> <td>170</td> </tr> <tr> <td>Luxembourg</td> <td>0</td> <td>235</td> </tr> <tr> <td>Prague</td> <td>598</td> <td>338.7</td> </tr> <tr> <td>Cork</td> <td>0</td> <td>n/a</td> </tr> <tr> <td>London</td> <td>527</td> <td>n/a</td> </tr> </tbody> </table> <p>We sourced the emission factors from the local energy suppliers.</p> <p>Scope 2 emissions</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Electricity (t CO₂)</th> <th>Heating (t CO₂)</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>0</td> <td>101</td> </tr> <tr> <td>Luxembourg</td> <td>0</td> <td>265</td> </tr> <tr> <td>Prague</td> <td>952</td> <td>103</td> </tr> <tr> <td>Cork</td> <td>0</td> <td>n/a</td> </tr> <tr> <td>London</td> <td>280</td> <td>n/a</td> </tr> </tbody> </table>	Location	Electricity (g CO ₂ / kWh)	Heating (g CO ₂ / kWh)	Frankfurt/Eschborn	0	170	Luxembourg	0	235	Prague	598	338.7	Cork	0	n/a	London	527	n/a	Location	Electricity (t CO ₂)	Heating (t CO ₂)	Frankfurt/Eschborn	0	101	Luxembourg	0	265	Prague	952	103	Cork	0	n/a	London	280	n/a	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content.
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G4-EN17	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/40_Environmental</p> <p>Financial report 2015, p. 76</p>	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider.																																				

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Frankfurt/Eschborn	692.79																		
Luxembourg	48.84																		
Prague	165.32																		
Cork	39																		
London	280																		
Other international offices	-620.46																		
Total	605.06																		
GRI material aspect: effluents and waste																			
G4-DMA	<p>http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/50_Set_an_example/40_Environmental_management/10_Business_ecology_and_procurement_management http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/60_Create_awareness</p>																		
G4-EN22	<p>Water discharge to municipal sewage plant. The discharge for Frankfurt/Eschborn is 5,365m³ lower than the water withdrawal due to evaporation.</p> <p>Water consumption p.a.</p> <table border="1"> <thead> <tr> <th>Location</th> <th>m³</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>35,963</td> </tr> <tr> <td>Luxembourg</td> <td>26,439</td> </tr> <tr> <td>Prague</td> <td>5,496</td> </tr> <tr> <td>Cork</td> <td>2,130</td> </tr> <tr> <td>London</td> <td>2,182</td> </tr> <tr> <td>Other international offices</td> <td>4,024</td> </tr> <tr> <td>Total</td> <td>76,234</td> </tr> </tbody> </table>	Location	m ³	Frankfurt/Eschborn	35,963	Luxembourg	26,439	Prague	5,496	Cork	2,130	London	2,182	Other international offices	4,024	Total	76,234	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content.
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GRI indicator	Page number/comment	Assurance provided	Omissions										
G4-EN23	Waste	✓	It is difficult to produce a Group-wide consolidation of environmental data and a detailed breakdown at this time due to capacity-related and technical reasons. This can be explained primarily with regard to the materiality assessment, which suggests other priorities with a view to the value chain of a financial services provider. We aim nevertheless to further increase our transparency and informational content. Hazardous waste like batteries and electronic waste is produced only to a small extent and is thus not reported. In London 28t waste has not been classified yet and is thus not part of the total sum										
	<table border="1"> <thead> <tr> <th>Type</th> <th>t³</th> </tr> </thead> <tbody> <tr> <td>Paper</td> <td>211</td> </tr> <tr> <td>Organic</td> <td>209</td> </tr> <tr> <td>Other</td> <td>544</td> </tr> <tr> <td>Total</td> <td>964</td> </tr> </tbody> </table> <p>The reported total waste does not include London.</p>	Type	t ³	Paper	211	Organic	209	Other	544	Total	964		
Type	t ³												
Paper	211												
Organic	209												
Other	544												
Total	964												

Deutsche Börse Group area for action: human capital development

Category: social

Sub-category: labour practices and decent work

GRI material aspect: employment

G4-DMA	Annual 2015, pp. 40–43																																																																																												
G4-LA1	Financial report 2015, p. 72	✓																																																																																											
	<p>Age structure (employee)</p> <p>New hires</p> <table border="1"> <thead> <tr> <th>Location</th> <th><30</th> <th>30–39</th> <th>40–49</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>68</td> <td>54</td> <td>26</td> <td>5</td> </tr> <tr> <td>Luxembourg</td> <td>58</td> <td>39</td> <td>1</td> <td>3</td> </tr> <tr> <td>Prague</td> <td>76</td> <td>67</td> <td>10</td> <td>0</td> </tr> <tr> <td>Other</td> <td>80</td> <td>82</td> <td>52</td> <td>17</td> </tr> </tbody> </table> <p>Exits</p> <table border="1"> <thead> <tr> <th>Location</th> <th><30</th> <th>30–39</th> <th>40–49</th> <th>50+</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>14</td> <td>25</td> <td>21</td> <td>26</td> </tr> <tr> <td>Luxembourg</td> <td>13</td> <td>16</td> <td>18</td> <td>11</td> </tr> <tr> <td>Prague</td> <td>19</td> <td>29</td> <td>5</td> <td>0</td> </tr> <tr> <td>Other</td> <td>48</td> <td>60</td> <td>36</td> <td>23</td> </tr> </tbody> </table> <p>Gender (employee)</p> <p>New hires</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>93</td> <td>60</td> <td>153</td> </tr> <tr> <td>Luxembourg</td> <td>65</td> <td>49</td> <td>114</td> </tr> <tr> <td>Prague</td> <td>101</td> <td>52</td> <td>153</td> </tr> <tr> <td>Other</td> <td>135</td> <td>95</td> <td>230</td> </tr> </tbody> </table> <p>Exits</p> <table border="1"> <thead> <tr> <th>Location</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>54</td> <td>33</td> <td>87</td> </tr> <tr> <td>Luxembourg</td> <td>39</td> <td>19</td> <td>58</td> </tr> <tr> <td>Prague</td> <td>34</td> <td>19</td> <td>53</td> </tr> <tr> <td>Other</td> <td>101</td> <td>66</td> <td>167</td> </tr> </tbody> </table>	Location	<30	30–39	40–49	50+	Germany	68	54	26	5	Luxembourg	58	39	1	3	Prague	76	67	10	0	Other	80	82	52	17	Location	<30	30–39	40–49	50+	Germany	14	25	21	26	Luxembourg	13	16	18	11	Prague	19	29	5	0	Other	48	60	36	23	Location	Male	Female	Total	Germany	93	60	153	Luxembourg	65	49	114	Prague	101	52	153	Other	135	95	230	Location	Male	Female	Total	Germany	54	33	87	Luxembourg	39	19	58	Prague	34	19	53	Other	101	66	167		
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G4-LA2	<p>Benefits: payment for meals and beverages, child care, sports leisure, group accidents insurance, saving schemes, travel costs</p> <p>All employees, full- and part-time, receive the same benefits.</p> <p>Definition of a significant location, on the basis of numbers of headcount:</p> <ol style="list-style-type: none"> 1) Frankfurt/Eschborn 2) Luxembourg 3) Prague 	✓																																																																																											

GRI indicator	Page number/comment	Assurance provided	Omissions																																			
G4-LA3	<table border="1"> <thead> <tr> <th>Gender</th> <th colspan="2">Male</th> <th colspan="2">Female</th> </tr> <tr> <th>Status</th> <th>Took leave</th> <th>Returned</th> <th>Took leave</th> <th>Returned</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>34</td> <td>28</td> <td>33</td> <td>35</td> </tr> <tr> <td>Luxembourg</td> <td>4</td> <td>5</td> <td>7</td> <td>8</td> </tr> <tr> <td>Prague</td> <td>0</td> <td>3</td> <td>14</td> <td>16</td> </tr> <tr> <td>Other</td> <td>10</td> <td>11</td> <td>16</td> <td>8</td> </tr> <tr> <td>Total</td> <td>48</td> <td>47</td> <td>70</td> <td>67</td> </tr> </tbody> </table> <p>In financial year 2015, 48 male and 70 female employees went on parental leave, of which 3 men and 1 woman were in management positions. A total of 48 male and 69 female employees returned to the company from parental leave in the reporting year. One male and two female employees left the company after their parental leave.</p>	Gender	Male		Female		Status	Took leave	Returned	Took leave	Returned	Germany	34	28	33	35	Luxembourg	4	5	7	8	Prague	0	3	14	16	Other	10	11	16	8	Total	48	47	70	67	✓	Parental leave provided at all locations in accordance with the country-specific regulations Retention rates are not traced and data for the next reporting period (2016) is not available.
Gender	Male		Female																																			
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GRI material aspect: occupational health and safety																																						
G4-DMA	Annual 2015, pp. 40–43																																					
G4-LA5	As regards occupational health and safety measures, all Deutsche Börse Group employees at the Frankfurt/Eschborn location except for members of the Executive Board are represented. Employees at the Luxembourg location are also fully represented on the occupational health and safety committees.	✓																																				
G4-LA6	<table border="1"> <thead> <tr> <th></th> <th>With time lost</th> <th>Without time lost</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td></td> <td></td> </tr> <tr> <td>Work-related accidents at the workplace</td> <td>2</td> <td>0</td> </tr> <tr> <td>Commuting accident</td> <td>4</td> <td>5</td> </tr> <tr> <td>Luxembourg</td> <td></td> <td>0</td> </tr> <tr> <td>Prague</td> <td></td> <td>0</td> </tr> </tbody> </table>		With time lost	Without time lost	Germany			Work-related accidents at the workplace	2	0	Commuting accident	4	5	Luxembourg		0	Prague		0	✓	Even if this issue does not have top priority in view of a financial service provider's core business, we are attempting to further improve the transparency and information of our reporting on it.																	
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GRI material aspect: training and education																																						
G4-DMA	Annual 2015, pp. 40–43																																					
G4-LA9	<table border="1"> <tbody> <tr> <td colspan="3">Total hours: 149,695.5 h</td> </tr> <tr> <td>Executive training hours</td> <td>Overall 8 %</td> <td></td> </tr> <tr> <td></td> <td>60.4 % male</td> <td>39.6% female</td> </tr> <tr> <td>Staff training hours</td> <td>Overall 92%</td> <td></td> </tr> <tr> <td></td> <td>59.9% male</td> <td>40.1% female</td> </tr> <tr> <td>Average training hours per HC</td> <td></td> <td>3.5</td> </tr> <tr> <td>Average training hours per FTE</td> <td></td> <td>3.8</td> </tr> </tbody> </table>	Total hours: 149,695.5 h			Executive training hours	Overall 8 %			60.4 % male	39.6% female	Staff training hours	Overall 92%			59.9% male	40.1% female	Average training hours per HC		3.5	Average training hours per FTE		3.8	✓															
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G4-LA11	<p>Appraisals are provided to 96% of employees contained in Deutsche Börse Group's internal staff appraisal system (StApp tool). The remaining 4% results from the following special rules:</p> <ul style="list-style-type: none"> - In accordance with the works agreement (Betriebsvereinbarung), staff members over the age of 60 no longer participate in the annual appraisal and agreement of objectives process. - Newly hired staff receive their first appraisal and agreement of objectives upon completion of their probationary period. - Managers have a separate agreement of objectives system. <p>There was no significant difference between the numbers of men and women given appraisals.</p>	✓	The other Deutsche Börse Group companies have their own appraisal systems and the data recorded on these systems is not centrally maintained or available. The long-term objective is to standardise the appraisal and agreement of objectives processes across the Group and to increase availability and transparency of data recorded.																																			
GRI material aspect: diversity and equal opportunity																																						
G4-DMA	Annual 2015, p. 40–43																																					
G4-LA12	<p>Supervisory Board</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td></td> <td>8</td> <td>4</td> <td>12</td> </tr> </tbody> </table>	Gender	Male	Female	Total		8	4	12	✓	For reasons of data protection, no further diversity aspects are disclosed.																											
Gender	Male	Female	Total																																			
	8	4	12																																			

GRI indicator	Page number/comment				Assurance provided	Omissions
	Nationality	German	Luxembourgian	Czech		
		8	0	0		
	Age structure	<30	30–39	40–49		
		0	0	0		
	Executive Board					
	Gender	Male	Female	Total		
		4	1	5		
	Nationality	German	Luxembourgian	Czech		
		4	0	0		
	Age structure	<30	30–39	40–49		
		0	0	2		
	Employees					
	Location	Male	Female	Total		
	Germany	1,330	788	2,118		
	Luxembourg	655	423	1,078		
	Prague	394	242	636		
	Other	827	624	1,451		

GRI material aspect: equal remuneration for women and men

G4-DMA	Annual 2015, pp. 40–43		
G4-LA13	The issue of whether there are any remuneration differences between women and men is the subject of regular analysis. This has not identified any systematic disadvantages for women or men.	✓	Detailed information on these differences is confidential and is therefore not reported here.

Deutsche Börse Group area for action: good governance

Sub-category: human rights

GRI material aspect: investment

G4-DMA	Financial report 2015, p. 144		
G4-HR1	Deutsche Börse (Purchasing) continuously improves the ratio of expenses covered by Code of Conduct (CoC) agreements. To do so, we analyse suppliers steered by Purchasing on a recurring basis and partition them utilising an ABC analysis (into three blocks 70%, 20%, 10% related to spend volume). It is our target to achieve at least a 90% coverage of total expenses with CoC agreements (meaning that all “A” and “B” suppliers have to sign). In addition, bigger “C” suppliers are asked to sign, of course. The current CoC coverage is 96.6%. Furthermore, it is mandatory for all suppliers that are on-boarded newly by Purchasing to sign the CoC.	✓	
G4-HR2	Deutsche Börse offers a 2-day introductory event for new hires in Germany, Luxembourg and Prague. It is open for colleagues from all other locations as well. One major point during these 2 days is the topic corporate responsibility including the topics of human rights policies. In 2015, we offered 6 events where 194 new colleagues attended in total.	✓	

GRI material aspect: non-discrimination

G4-DMA	Financial report 2015, p. 144		
G4-HR3	There were no confirmed cases of discrimination or measures taken at the reporting locations Frankfurt/Eschborn and Luxembourg. Data is collected by: - equal opportunities officer - implemented Human Resources processes in order to ensure adequate personnel selection procedures and to act immediately in case of suspected discrimination	✓	

GRI material aspect: supplier human rights assessment

G4-DMA	Financial report 2015, p. 144		
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GRI indicator	Page number/comment	Assurance provided	Omissions
G4-HR10	Financial report 2015, p. 76 It is our process that all new suppliers need to sign the Deutsche Börse CoC or provide an at least equivalent self-commitment (in exceptional cases). Because of this, the overall ratio of spend of suppliers who have signed the CoC agreement continuously increases (see G4-HR1). Human rights criteria are part of the CoC.	✓	
Sub-category: society			
GRI material aspect: anti-corruption			
G4-DMA	Financial report 2015, p. 144		
G4-SO4	Financial report 2015, p. 76 <ul style="list-style-type: none"> a) The Compliance Guidelines of Deutsche Börse Group, including the Anti-Corruption Guideline, are available on Deutsche Börse Group's Intranet to all employees, including members of the Executive Board and Managing Directors. Furthermore, Compliance publishes an annual reminder on the applicable rules concerning accepting and offering gifts, entertainment or other benefits on the Intranet, which again is available to all employees, including members of the Executive Board and Managing Directors. b) All new employees receive and have to acknowledge all Compliance Guidelines, including the Anti-Corruption Guideline, before starting their new position. Changes to the Guidelines are being communicated via the Intranet and e-mail to all employees. As already described under a.) the Compliance Guidelines of Deutsche Börse Group, including the Anti-Corruption Guideline, are available on Deutsche Börse Group's intranet to all employees. Furthermore, Compliance publishes an annual reminder on the applicable rules concerning accepting and offering gifts, entertainment or other benefits on the Intranet. c) All external employees and service providers have to sign a form to acknowledge and committing them to adhere to the Compliance Guidelines of Deutsche Börse Group, including the Anti-Corruption Guideline. Service providers can view the Compliance Guidelines via Deutsche Börse Group's Intranet in case they have been granted respective IT access. Furthermore, Compliance publishes an annual reminder on the applicable rules concerning accepting and offering gifts, entertainment or other benefits on the Intranet (see under a). d) Deutsche Börse Group is currently in the process of implementing a new compliance training module based on which a mandatory web-based training will be required for all employees (internal, external, students), including members of the governance body. The level of the training received by each employee will be determined by the employees' compliance level/department/client interaction. e) 976 (18.5% of the total workforce) <ul style="list-style-type: none"> a) to c): Due to the fact that the Intranet is an information/communication channel available to all employees (including members of the Executive Board, Managing Directors, and external employees) of Deutsche Börse Group we consider this indicator being completed 100%. a) to e): The information broken down by region and employee category is currently not available. Furthermore, due to the group-wide responsibility of the Compliance function of Deutsche Börse Group, our Compliance approach is consistent across the whole Group regardless of employees' category and regions. 	✓	
Deutsche Börse Group area for action: brand management			
Sub-category: product responsibility			
GRI material aspect: product and service labelling			
G4-DMA	Financial report 2015, p. 5 Annual 2015, pp. 28–29		
G4-PR5	Deutsche Börse has established the Group-wide "Accelerate" growth strategy, with which it aims to prove its agility, ambition, effectiveness and strong customer focus in the global competition among capital market infrastructure providers. In improving the organisation, the Group aims to better address changing client needs and gradually tap unutilised sales potential by means of a Group-wide approach to marketing, innovation and operations. The results from our client surveys on service and satisfaction were applied to this strategy.	✓	As the implementation of this strategy progresses customer satisfaction will be measured and reported on a group and service level.

GRI indicator	Page number/comment	Assurance provided	Omissions
Deutsche Börse Group area for action: transparent, stable and fair markets			
G4-DMA	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/40_Build_trust/10_Transparency_initiatives Annual 2015, pp. 10–13		
Transparency	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/40_Build_trust/10_Transparency_initiatives Financial report 2015, p. 76		
Stability	Financial report 2015, p. 76		
Deutsche Börse Group area for action: sustainable product and service portfolio			
G4-DMA	Annual 2015, p. 31 http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/40_Build_trust/20_Sustainable_products_and_services		
Sustainable index concepts	Financial report 2015, p. 76		
Deutsche Börse Group area for action: stakeholder engagement			
G4-DMA	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/05_Dialogue		
See G4-24 to G4-27	http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/05_Dialogue http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/10_Action_areas http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/11_Materiality_analysis/01_Stakeholders		