

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 2016, pp. 4, 5	✓	
Organisationsprofil			
G4-3	Financial report 2016, p. 18	✓	
G4-4	Financial report 2016, p. 18	✓	
G4-5	Financial report 2016, p. 18	✓	
G4-6	Financial report 2016, p. 18	✓	
G4-7	Financial report 2016, p. 18	✓	
G4-8	Financial report 2016, p. 20	✓	
G4-9	Financial report 2016, pp. 18, 32, 63, 65, 107, 108	✓	
G4-10	Financial report 2016, p. 68 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: 83%, Luxembourg: 90%, Czech Republic: 0%	✓	
G4-12	The key inputs for Deutsche Börse Group's supply chain are energy, information and communications technology, IT services and office equipment. In addition, the Group purchases marketing services and advertising materials. Human Resources, Transport/Travel and Professional Services also source additional services from external providers. Our goal is a sound supplier strategy and a stable procurement organisation, and we aim to ensure that all suppliers and manufacturers adhere to the desired prices and deliver the desired product and service quality, while also minimising risk. In geographical terms, we focus on European vendors and take care to ensure that suppliers and manufacturers behave in an ethically correct manner (including via our Supplier Code of Conduct and rules on trustworthiness).	✓	
G4-13	For changes regarding the organisation's size, structure, ownership or supply chain, see the financial report 2016, pp. 18, 19 No significant changes were made in supplier locations, the structure of the supply chain, or supplier selection.	✓	
G4-14	Deutsche Börse Group is conscious of its social and ecological responsibility and is 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 economical and social value of the Group.	✓	
G4-15	Financial report 2016, pp. 4, 5, 137, 138	✓	
G4-16	http://deutsche-boerse.com/dbg-en/sustainability/build-trust/memberships	✓	
Identified material aspects and boundaries			
G4-17	Financial report 2016, 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.	✓	
G4-18	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
G4-19	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	

GRI indicator	Page number/comment	Assurance provided	Omissions
G4-20	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
G4-21	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
G4-22	No restatements made	✓	
G4-23	Financial report 2016, p. 18	✓	
Stakeholder engagement			
G4-24	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓	
G4-25	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓	
G4-26	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue	✓	
G4-27	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas	✓	
Report profile			
G4-28	1 Jan 2016 – 31 Dec 2016	✓	
G4-29	11 Mar 2016	✓	
G4-30	Annually	✓	
G4-31	http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility/contacts	✓	
G4-32	http://deutsche-boerse.com/dbg-en/sustainability/reporting/gri a.&b. “Core”, this table	✓	
G4-33	Financial report 2016, pp. 149–150, U6 http://deutsche-boerse.com/blob/2952014/db9c66ac2525e45264e419068a560f67/data/independent-assurance-report_2016_en.pdf	✓	
Governance			
G4-34	Annual 2016, pp. 34–35 Financial report 2016, p. 7 The Executive Board Financial report 2016, p. 7 The Supervisory Board Financial report 2016, pp. 9–16 Report of the Supervisory Board Financial report 2016, pp. 139–141 http://deutsche-boerse.com/dbg/dispatch/de/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility Group Sustainability is responsible for the coordination of management of environmental and social and governance (ESG) topics. Deutsche Börse Group’s 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 2016, pp. 137, 138	✓	
Specific standard disclosures			
Deutsche Börse Group area for action: economic performance			
Category: economic			
GRI material aspect: economic performance			
G4-DMA	Financial report 2016, pp. 4, 5		
G4-EC1	Financial report 2016, pp. 61, 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 2016, pp. 4, 5		
G4-EC8	http://deutsche-boerse.com/dbg-en/sustainability/build-trust/transparency-initiatives Annual 2016, pp. 18–22 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 2016, p. 34.	✓	

GRI indicator	Page number/comment	Assurance provided	Omissions
Deutsche Börse Group area for action: corporate citizenship			
Category: environmental			
GRI material aspect: materials			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility		
G4-EN1	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental	✓	
Paper consumption (in tonnes)			
Location			
Frankfurt/Eschborn 49			
Luxembourg 29			
Prague 11			
Cork 8			
London 4			
Other international offices 4			
Total 105			
GRI material aspect: energy			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility		
G4-EN3	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental Fuel consumption in gigajoule (GJ) for the shuttle bus between Eschborn and Luxembourg, our company car fleet and staff air travel		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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.
Transport type			
Shuttle bus 1,411			
Company car fleet 23,051			
Air travel 35,368			
Total 59,830			
Energy consumption in megawatt hours (MWh) and gigajoule (GJ)			
Location			
Frankfurt/Eschborn 43,877 157,957			
Luxembourg 16,284 58,622			
Prague 2,156 7,762			
Cork 1,011 3,640			
London 1,520 5,472			
Other international offices 1,477 5,317			
Total 66,325 238,770			
Type			
Electricity consumption 49,639 178,700			
District heating 2,386 8,590			
Gas 14,300 51,480			
Total 66,325 238,770			

GRI indicator	Page number/comment	Assurance provided	Omissions																								
	<p>We do not collect data on the average fuel consumption for our company cars; instead, we used the national average for new car registrations (5.9l / 100km). Energy consumption figures for flights taken as part of business trips are based on the person kilometres flown. The average figure for this published by the Bundesverband der Deutschen Luftverkehrswirtschaft (BDL, the German Aviation Association) is 3.63l / 100km per passenger. The consumption figures for the shuttle buses are based on data provided by the transport company concerned:</p> <table border="1" data-bbox="209 499 699 589"> <tr> <td>Coach</td> <td>29 l / 100 km</td> </tr> <tr> <td>Midibus</td> <td>16 l / 100 km</td> </tr> <tr> <td>Minibus</td> <td>10 l / 100 km</td> </tr> </table> <p>Energy consumption totalled 238,770GJ in 2016. Figures are converted from kilowatt hours to gigajoule based on the defined conversion factors. Otherwise generally recognised standard factors such as DEFRA or IEA are used. Energy and district heating are only sold in small volumes as part of a lease agreement.</p>	Coach	29 l / 100 km	Midibus	16 l / 100 km	Minibus	10 l / 100 km	✓																			
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G4-EN6	<p>http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental</p> <p>Change of energy consumption 2015 to 2016</p> <table border="1" data-bbox="209 853 842 1133"> <thead> <tr> <th>Standort</th> <th>MWh</th> <th>GJ</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>-4,869</td> <td>-17,528</td> </tr> <tr> <td>Luxembourg</td> <td>431</td> <td>1,552</td> </tr> <tr> <td>Prague</td> <td>260</td> <td>936</td> </tr> <tr> <td>Cork</td> <td>197</td> <td>709</td> </tr> <tr> <td>London</td> <td>989</td> <td>3,560</td> </tr> <tr> <td>Other international offices</td> <td>-531</td> <td>-1,912</td> </tr> <tr> <td>Total</td> <td>-3,723</td> <td>-13,402</td> </tr> </tbody> </table> <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 sharp drop in total consumption in Eschborn reported here is due to a one-time, unscheduled change in the energy supply. The data is not gathered on the basis of specific initiatives to reduce energy consumption.</p>	Standort	MWh	GJ	Frankfurt/Eschborn	-4,869	-17,528	Luxembourg	431	1,552	Prague	260	936	Cork	197	709	London	989	3,560	Other international offices	-531	-1,912	Total	-3,723	-13,402	✓	<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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.</p>
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G4-EN7	<p>Financial report 2016, p. 43 (source for revenue 2015–2016) http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental (source for energy consumption 2015–2016) Change of total energy consumption: 2014 versus 2015 = 16GJ / €m (13% reduction) 2015 versus 2016 = 7GJ / €m (6% 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 indicator	Page number/comment	Assurance provided	Omissions																																				
GRI material aspect: water																																							
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility																																						
G4-EN8	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental Water consumption from municipal sources Water consumption from municipal sources <table border="1"> <thead> <tr> <th>Location</th> <th>m³</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>36,561</td> </tr> <tr> <td>Luxembourg</td> <td>26,553</td> </tr> <tr> <td>Prague</td> <td>6,265</td> </tr> <tr> <td>Cork</td> <td>3,201</td> </tr> <tr> <td>London</td> <td>1,800</td> </tr> <tr> <td>Other international offices</td> <td>4,896</td> </tr> <tr> <td>Total</td> <td>79,276</td> </tr> </tbody> </table> <p>The figures given in the table are taken from meter readings. Due to evaporation, the volume of water withdrawn in Frankfurt/Eschborn and Prague is higher than the amount of water discharged.</p>	Location	m ³	Frankfurt/Eschborn	36,561	Luxembourg	26,553	Prague	6,265	Cork	3,201	London	1,800	Other international offices	4,896	Total	79,276	✓																					
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G4-EN15	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental CO ₂ emissions (in t) Total gas (Frankfurt/Eschborn and Cork): 2,704 Emission factors Frankfurt/Eschborn: gas – 202 g CO ₂ / kWh Cork: gas – 185 g CO ₂ / kWh We sourced the emission factors from the local energy suppliers.	✓	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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.																																				
G4-EN16	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental Emission factors <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>169</td> </tr> <tr> <td>Luxembourg</td> <td>0</td> <td>236</td> </tr> <tr> <td>Prague</td> <td>184</td> <td>335</td> </tr> <tr> <td>Cork</td> <td>0</td> <td>185</td> </tr> <tr> <td>London</td> <td>527</td> <td>202</td> </tr> </tbody> </table> <p>We sourced the emission factors from the local energy suppliers.</p> <p>Scope 2 emissions <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>120</td> </tr> <tr> <td>Luxembourg</td> <td>0</td> <td>247</td> </tr> <tr> <td>Prague</td> <td>332</td> <td>119</td> </tr> <tr> <td>Cork</td> <td>0</td> <td>62</td> </tr> <tr> <td>London</td> <td>347</td> <td>174</td> </tr> </tbody> </table></p>	Location	Electricity (g CO ₂ / kWh)	Heating (g CO ₂ / kWh)	Frankfurt/Eschborn	0	169	Luxembourg	0	236	Prague	184	335	Cork	0	185	London	527	202	Location	Electricity (t CO ₂)	Heating (t CO ₂)	Frankfurt/Eschborn	0	120	Luxembourg	0	247	Prague	332	119	Cork	0	62	London	347	174	✓	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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.
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G4-EN17	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental Scope 3 emissions <table border="1"> <thead> <tr> <th>Means of travel</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Company cars</td> <td>1,593</td> </tr> <tr> <td>Shuttle bus</td> <td>97</td> </tr> <tr> <td>Flights</td> <td>4,444</td> </tr> <tr> <td>Total</td> <td>6,134</td> </tr> </tbody> </table> We use MAN factors for emissions from company cars and shuttle buses. We use the generally recognised DEFRA standard factors for flights. These are applied to the distance in kilometres driven/ flown, which we obtain from the Group-wide travel agency.	Means of travel	t	Company cars	1,593	Shuttle bus	97	Flights	4,444	Total	6,134	✓	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-EN19	http://deutsche-boerse.com/dbg-en/sustainability/reporting/esg-indicators/environmental Changes in Scope 1 and 2 CO2 emissions <table border="1"> <thead> <tr> <th>Standort</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>-1,414</td> </tr> <tr> <td>Luxemburg</td> <td>17</td> </tr> <tr> <td>Prag</td> <td>604</td> </tr> <tr> <td>Cork</td> <td>22</td> </tr> <tr> <td>London</td> <td>241</td> </tr> <tr> <td>Sonstige internationale Standorte</td> <td>-289</td> </tr> <tr> <td>Gesamt</td> <td>-2,061</td> </tr> </tbody> </table> Changes are calculated on a year-on-year basis. The strong reduction of emissions shown is due to a one-time, unscheduled energy supply change in Eschborn.	Standort	t	Frankfurt/Eschborn	-1,414	Luxemburg	17	Prag	604	Cork	22	London	241	Sonstige internationale Standorte	-289	Gesamt	-2,061	✓	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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.
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GRI material aspect: effluents and waste																			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/environmental-management http://deutsche-boerse.com/dbg-en/sustainability/our-responsibility																		
G4-EN22	Water discharge to municipal sewage plant. The discharge for Frankfurt/Eschborn and Prague is 4,222m ³ and 711m ³ , respectively, lower than the water withdrawal due to evaporation. Water consumption p.a. <table border="1"> <thead> <tr> <th>Location</th> <th>m³</th> </tr> </thead> <tbody> <tr> <td>Frankfurt/Eschborn</td> <td>32,339</td> </tr> <tr> <td>Luxembourg</td> <td>26,553</td> </tr> <tr> <td>Prague</td> <td>5,554</td> </tr> <tr> <td>Cork</td> <td>3,201</td> </tr> <tr> <td>London</td> <td>1,800</td> </tr> <tr> <td>Other international offices</td> <td>4,896</td> </tr> <tr> <td>Total</td> <td>74,343</td> </tr> </tbody> </table>	Location	m ³	Frankfurt/Eschborn	32,339	Luxembourg	26,553	Prague	5,554	Cork	3,201	London	1,800	Other international offices	4,896	Total	74,343	✓	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. To this end, in 2016 we expanded the internal capture of environmental data to include a number of additional locations. For quality assurance reasons, these new data will only be included in our external reporting in the 2017 reporting period, following careful consolidation.
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G4-EN23	Waste <table border="1"> <thead> <tr> <th>Type</th> <th>t</th> </tr> </thead> <tbody> <tr> <td>Hazardous</td> <td>15</td> </tr> <tr> <td>Non-hazardous</td> <td>450</td> </tr> <tr> <td>Recycled</td> <td>168</td> </tr> <tr> <td>Composted</td> <td>283</td> </tr> <tr> <td>Unclassified</td> <td>53</td> </tr> <tr> <td>Total</td> <td>969</td> </tr> </tbody> </table> Hazardous waste is only classified as such at our Frankfurt/Eschborn (5t) and Luxembourg (10t) locations.	Type	t	Hazardous	15	Non-hazardous	450	Recycled	168	Composted	283	Unclassified	53	Total	969	✓	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. A total of 53t of waste at the other international locations is unclassified.		
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Sub-category: labour practices and decent work																																																																																																															
GRI material aspect: employment																																																																																																															
G4-DMA	Annual 2016, pp. 44–45 http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/diversity																																																																																																														
G4-LA1	Financial report 2016, p. 68 Age structure (employees) New hires <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>108</td> <td>131</td> <td>34</td> <td>19</td> </tr> <tr> <td>Luxembourg</td> <td>31</td> <td>22</td> <td>15</td> <td>2</td> </tr> <tr> <td>Prague</td> <td>120</td> <td>101</td> <td>12</td> <td>1</td> </tr> <tr> <td>Cork</td> <td>18</td> <td>5</td> <td>1</td> <td>–</td> </tr> <tr> <td>Other</td> <td>50</td> <td>52</td> <td>27</td> <td>6</td> </tr> </tbody> </table> <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>25</td> <td>51</td> <td>56</td> <td>55</td> </tr> <tr> <td>Luxembourg</td> <td>11</td> <td>27</td> <td>17</td> <td>15</td> </tr> <tr> <td>Prague</td> <td>30</td> <td>41</td> <td>7</td> <td>1</td> </tr> <tr> <td>Cork</td> <td>10</td> <td>8</td> <td>2</td> <td>–</td> </tr> <tr> <td>Other</td> <td>33</td> <td>52</td> <td>40</td> <td>20</td> </tr> </tbody> </table> Gender (employees) New hires <table border="1"> <thead> <tr> <th>Location</th> <th>Männlich</th> <th>Weiblich</th> <th>Gesamt</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>160</td> <td>132</td> <td>292</td> </tr> <tr> <td>Luxembourg</td> <td>35</td> <td>35</td> <td>70</td> </tr> <tr> <td>Prague</td> <td>150</td> <td>84</td> <td>234</td> </tr> <tr> <td>Cork</td> <td>11</td> <td>13</td> <td>24</td> </tr> <tr> <td>Other</td> <td>83</td> <td>52</td> <td>135</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Location</th> <th>Männlich</th> <th>Weiblich</th> <th>Gesamt</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>126</td> <td>61</td> <td>187</td> </tr> <tr> <td>Luxembourg</td> <td>45</td> <td>25</td> <td>70</td> </tr> <tr> <td>Prague</td> <td>48</td> <td>31</td> <td>79</td> </tr> <tr> <td>Cork</td> <td>8</td> <td>12</td> <td>20</td> </tr> <tr> <td>Other</td> <td>82</td> <td>63</td> <td>145</td> </tr> </tbody> </table>	Location	<30	30–39	40–49	50+	Germany	108	131	34	19	Luxembourg	31	22	15	2	Prague	120	101	12	1	Cork	18	5	1	–	Other	50	52	27	6	Location	<30	30–39	40–49	50+	Germany	25	51	56	55	Luxembourg	11	27	17	15	Prague	30	41	7	1	Cork	10	8	2	–	Other	33	52	40	20	Location	Männlich	Weiblich	Gesamt	Germany	160	132	292	Luxembourg	35	35	70	Prague	150	84	234	Cork	11	13	24	Other	83	52	135	Location	Männlich	Weiblich	Gesamt	Germany	126	61	187	Luxembourg	45	25	70	Prague	48	31	79	Cork	8	12	20	Other	82	63	145	✓	
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G4-LA2	Benefits: payment for meals and beverages, child care, sports leisure, group accidents insurance, saving schemes, travel costs All employees, full- and part-time, receive the same benefits. Definition of a significant location, on the basis of numbers of headcount: 1) Frankfurt/Eschborn 2) Luxembourg 3) Prague Total expenditure on employee benefits (in €thousand) <table border="1"> <thead> <tr> <th>Location</th> <th>Meal expenses</th> <th>Child care</th> <th>Sport and leisure</th> <th>Accident insurance</th> <th>Savings plans</th> <th>Location</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>3,464</td> <td>791</td> <td>56</td> <td>187</td> <td>730</td> <td>820</td> </tr> <tr> <td>Luxembourg</td> <td>1,517</td> <td>–</td> <td>42</td> <td>110</td> <td>–</td> <td>108</td> </tr> <tr> <td>Prague</td> <td>395</td> <td>27</td> <td>200</td> <td>28</td> <td>815</td> <td>70</td> </tr> <tr> <td>Cork</td> <td>176</td> <td>–</td> <td>24</td> <td>16</td> <td>–</td> <td>–</td> </tr> </tbody> </table>	Location	Meal expenses	Child care	Sport and leisure	Accident insurance	Savings plans	Location	Germany	3,464	791	56	187	730	820	Luxembourg	1,517	–	42	110	–	108	Prague	395	27	200	28	815	70	Cork	176	–	24	16	–	–	✓																																																																										
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G4-DMA	Annual 2016, pp. 44–45 http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/diversity																																																									
G4-LA5	As regards occupational health and safety measures, all Deutsche Börse Group employees at the Frankfurt/Eschborn and Leipzig locations except for members of the Executive Board are represented by committees. 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: work-related accidents at the workplace</td> <td>0</td> <td>0</td> </tr> <tr> <td>Germany: commuting accidents</td> <td>6</td> <td>0</td> </tr> <tr> <td>Luxembourg: work-related accidents at the workplace</td> <td>2</td> <td>3</td> </tr> <tr> <td>Luxembourg: commuting accidents</td> <td>4</td> <td>16</td> </tr> <tr> <td>Prague: work-related accidents at the workplace</td> <td>0</td> <td>1</td> </tr> <tr> <td>Prague: commuting accidents</td> <td>0</td> <td>0</td> </tr> <tr> <td>Cork: work-related accidents at the workplace</td> <td>0</td> <td>0</td> </tr> <tr> <td>Cork: commuting accident</td> <td>0</td> <td>0</td> </tr> </tbody> </table>		With time lost	Without time lost	Germany: work-related accidents at the workplace	0	0	Germany: commuting accidents	6	0	Luxembourg: work-related accidents at the workplace	2	3	Luxembourg: commuting accidents	4	16	Prague: work-related accidents at the workplace	0	1	Prague: commuting accidents	0	0	Cork: work-related accidents at the workplace	0	0	Cork: commuting accident	0	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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G4-LA11	<p>Appraisals are provided to 98% of employees contained in Deutsche Börse Group's internal staff appraisal system (StApp tool). The remaining 2% 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. 	✓	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 indicator	Page number/comment	Assurance provided	Omissions
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– Managers have a separate agreement of objectives system.
There was no significant difference between the numbers of men and women given appraisals.

GRI material aspect: diversity and equal opportunity

G4-DMA	Annual 2016, pp. 44–45 http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/diversity																						
G4-LA12	Supervisory Board	✓	For reasons of data protection, no further diversity aspects are disclosed.																				
	<table border="1"> <thead> <tr> <th>Gender</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td></td> <td>7</td> <td>5</td> <td>12</td> </tr> </tbody> </table>	Gender	Male	Female	Total		7	5	12														
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GRI material aspect: equal remuneration for women and men

G4-DMA	Annual 2016, pp. 44–45 http://deutsche-boerse.com/dbg-en/sustainability/set-an-example/employees/diversity		
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.

Gruppe Deutsche Börse Group area for action: good governance

Sub-category: human rights

GRI material aspect: investment

G4-DMA	Financial report 2016, pp. 137, 138		
G4-HR1	<p>Deutsche Börse Group (Purchasing) works to continuously increase the proportion of expenses covered by Supplier Code of Conduct (SCoC) agreements. We do this by regularly analysing the suppliers managed by Purchasing and classifying them using an ABC analysis. This breaks them down into three categories accounting for 70%, 20% and 10% of expenditure volumes, respectively. Our objective is to ensure that at least 90% of the global procurement volume is covered by SCoC agreements (i.e. all category “A” and category “B” suppliers must sign such agreements). Major category “C” suppliers are naturally also requested to sign them. At present, 97.5% of the procurement volume is covered by SCoC agreements. In addition, all new suppliers are required by Purchasing to sign SCoCs as part of the onboarding procedure.</p> <p>Above and beyond this, Deutsche Börse Group analyses the extent to which our suppliers have their own guidelines – such as codes of conduct or supplier codes of conduct – or have signed up to recognised social standards.</p> <p>To this end, we surveyed sustainability aspects at the suppliers managed by Purchasing for the first time in 2016. Responses to this survey accounted for</p>	✓	

GRI indicator	Page number/comment	Assurance provided	Omissions
	<p>72.4% of Purchasing order volumes in 2016.</p> <p>The survey revealed that 62.9% of participating suppliers have their own code of conduct and/or supplier code of conduct, or have signed up to at least one set of social standards (ILO, UN Global Compact, UK Modern Slavery Act, UN Declaration of Human Rights).</p> <p>The survey revealed that 90.2% of category “A” suppliers have their own code of conduct and/or supplier code of conduct, or have signed up to at least one set of the above-mentioned social standards. The comparable figure for category “B” suppliers is 67.7%, while that for category “C” suppliers is 56.7%.</p>		
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 2016 we offered 6 events where 173 new colleagues attended in total.	✓	
GRI material aspect: non-discrimination			
G4-DMA	Financial report 2016, pp. 137, 138		
G4-HR3	<p>There were no confirmed cases of discrimination or measures taken at the reporting locations Eschborn/Frankfurt, Luxembourg, Prague and Cork.</p> <p>Data is collected by:</p> <ul style="list-style-type: none"> - 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 2016, pp. 137, 138		
G4-HR10	<p>New suppliers must sign Deutsche Börse Group’s SCoC as a matter of course or (in exceptional cases) at least have entered into a voluntary commitment. This means that the number of suppliers who have signed the SCoC is increasing all the time (see G4-HR1). The SCoC covers human rights aspects and was extended in 2016 to include the aspects of modern slavery and human trafficking.</p> <p>In addition, Deutsche Börse Group analyses whether suppliers are active in countries with critical human rights records. The supplier survey conducted in 2016 (see G4-HR1) revealed that 23.1% of participating suppliers have operation in countries that are regarded by the United Nations Environment Programme Finance Initiative as involving human rights risks. Of these suppliers, 80.5% have a code of conduct or a supplier code of conduct or have signed up to at least one set of social standards (ILO, UN Global Compact, UK Modern Slavery Act, UN Declaration of Human Rights).</p> <p>The same survey came to the conclusion that 17.1% of participating suppliers source services or raw materials from countries involving human rights risks. Of these suppliers, 79.0% have a code of conduct or a supplier code of conduct or have signed up to at least one set of the above-mentioned social standards.</p>	✓	
Sub-category: society			
GRI material aspect: anti-corruption			
G4-DMA	Financial report 2016, pp. 137, 138		
G4-S04	<p>Financial report 2016, p. 72</p> <p>a) Deutsche Börse Group’s Compliance Guidelines, including its Anti-Corruptions Guidelines, are available for inspection by all staff, including members of the Executive Board and Managing Directors, on Deutsche Börse Group’s Intranet. In addition, the Compliance function publishes an annual reminder of the rules on accepting and offering gifts and benefits, and on hospitality, on the Intranet.</p> <p>b) All new staff receive the Compliance Guidelines, including the Anti-Corruptions Guidelines, before starting work and must undertake to abide by them. Any changes to the guidelines are communicated to all staff via the Intranet. As explained under section a), all Deutsche Börse Group staff can inspect the Compliance Guidelines, including the Anti-Corruptions Guidelines, via the Intranet. In addition, the Compliance function publishes an annual reminder of the rules on accepting and offering gifts and benefits, and on hospitality, on the Intranet.</p>	✓	

GRI indicator	Page number/comment	Assurance provided	Omissions
	<p>c) All external staff and service providers have to sign a form undertaking to abide by Deutsche Börse Group's Compliance Guidelines, including its Anti-Corruptions Guidelines. Service providers can inspect the Compliance Guidelines via Deutsche Börse Group's Intranet in those cases in which they have been given IT access. In addition, the Compliance function publishes an annual reminder of the rules on accepting and offering gifts and benefits, and on hospitality, on the Intranet (see section a)).</p> <p>d) Deutsche Börse Group is currently working to implement a number of new training modules for enterprise-wide compliance training. These provide for mandatory web-based training for all staff (internal, external, students), including senior management. The new training modules cover the topics of money laundering; anti-corruption; avoiding market abuse, conflicts of interests and fraud; the Code of Conduct and data protection.</p> <p>e) In Q4 2016, plans were made to introduce seven compulsory training modules. Of these, one completely revised module focuses on preventing bribery and corruption. In December 2016, we started rolling this module out successively to all Deutsche Börse Group employees, a process that will continue in 2017. As of the 31 December 2016 reporting date, the training module had been rolled out to 504 employees from across the entire workforce. Of these, 9 per cent had taken part in the module. Steps will be taken to ensure that the entire Group workforce takes part in this mandatory training in the course of 2017.</p> <p>a) to c): Since the Intranet can be regarded as a Deutsche Börse Group information and communications channel that is accessible to all staff (including members of the Executive Board, Managing Directors and external staff), this indicator is considered to have been implemented in full.</p> <p>a) to e): No breakdown of information by region and employee category is available at present. Additionally, since Deutsche Börse Group's Compliance function is active enterprise-wide, we adopt a uniform approach for the Group as a whole, independent of the employee category or region concerned.</p>		
Deutsche Börse Group area for action: brand management			
Sub-category: product responsibility			
GRI material aspect: product and service labelling			
G4-DMA	Financial report 2016, pp. 4, 5 Annual 2016, pp. 34–35		
G4-PR5	Deutsche Börse holds on to 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 contributed to this strategy.	✓	As the implementation of this strategy progresses, customer satisfaction will be measured and reported on a Group and service level.
Deutsche Börse Group area for action: transparent, stable and fair markets			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/build-trust/transparency-initiatives Annual 2016, pp. 26–28		
Transparency	http://deutsche-boerse.com/dbg-en/sustainability/build-trust/transparency-initiatives Financial report 2016, p. 72		
Stability	Financial report 2016, p. 72		
Deutsche Börse Group area for action: sustainable product and service portfolio			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/build-trust/sustainable-products-and-services		
Sustainable index concepts	Financial report 2016, p. 72		

GRI indicator	Page number/comment	Assurance provided	Omissions
Deutsche Börse Group area for action: stakeholder engagement			
G4-DMA	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue		
See G4-24 to	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/dialogue		
G4-27	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/stakeholders		
	http://deutsche-boerse.com/dbg-en/sustainability/materiality-analysis/action-areas		