



GRI index

Entirely fulfilled
 Voluntary indicator
 Immaterial
 Partially fulfilled

GRI code	Application level	Status	Page/Notes
1.	Strategy and analysis		
Profile disclosure	Description		
1.1	Statement from the CEO	<input checked="" type="checkbox"/>	5–6
1.2	Description of key impacts, risks and opportunities	<input checked="" type="checkbox"/>	91–92, 152–157, 178–183
2.	Organisational profile		
Profile disclosure	Description		
2.1	Name of the organisation	<input checked="" type="checkbox"/>	Title
2.2	Primary brands, products and/or services	<input checked="" type="checkbox"/>	C3–C4
2.3	Structure of the organisation	<input checked="" type="checkbox"/>	C3–C4, 86–89, 203–208
2.4	Location of organisation's headquarters	<input checked="" type="checkbox"/>	86, 321
2.5	Countries with major operations	<input checked="" type="checkbox"/>	86, 137, 321
2.6	Nature of ownership and legal form	<input checked="" type="checkbox"/>	11–12, 86, 314–317
2.7	Markets served	<input checked="" type="checkbox"/>	13–18, 21–25, 27–29, 291–292
2.8	Scale of the reporting organisation	<input checked="" type="checkbox"/>	C2, 135
2.9	Significant changes during the reporting period regarding size, structure or ownership	<input checked="" type="checkbox"/>	8–12, 86–88, 105–106, 203–208, 314–317
2.10	Awards received in the reporting period	<input checked="" type="checkbox"/>	140–141
3.	Report parameters		
Profile disclosure	Description		
3.1	Reporting period	<input checked="" type="checkbox"/>	190, 200
3.2	Date of most recent previous report	<input checked="" type="checkbox"/>	2
3.3	Reporting cycle	<input checked="" type="checkbox"/>	2
3.4	Contact point for questions	<input checked="" type="checkbox"/>	326
3.5	Process for defining report contents	<input checked="" type="checkbox"/>	2, 37–41
3.6	Boundary of the report	<input checked="" type="checkbox"/>	326
3.7	Specific limitations on the scope or boundary of the report	<input checked="" type="checkbox"/>	326

3.8	Basis for reporting on entities that can significantly affect comparability from period to period	■	200–203, 214–218
3.9	Data measurement techniques and the bases of calculations	■	137, 143, 214–218
3.10	Restatements and changes in the information provided in earlier reports	■	132–133, 143
3.11	Changes in the topics discussed and measurement methods applied	■	132–133, 143
3.12	Index according to GRI http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/20_GRI_index	■	C7
3.13	Verification by external third parties	■	326
4. Governance, commitments and engagement			
Profile disclosure	Description		
4.1	Governance structure	■	64–65, 89
4.2	Chair of the highest governance body	■	49
4.3	Independent members of the highest governance bodies for organisations having a unitary board structure <i>Deutsche Börse Group has a supervisory board.</i>	☑	67
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	■	37–41, 47, 139
4.5	Compensation for executives	■	70–80
4.6	Processes in place to ensure that conflicts of interest are avoided	■	57
4.7	Process for determining the qualifications and expertise of the members of the supervisory board	■	66–69
4.8	Mission, corporate values and code of conduct	■	59, 66
4.9	Overseeing of sustainability performance on supervisory board level	■	60, 69
4.10	Processes for evaluating the highest governance body's own performance	■	61–62, 66–69
4.11	Implementation of the precautionary approach or principle	■	59–62
4.12	External initiatives to which the organisation subscribes or endorses	■	60, 69
4.13	Memberships in associations http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue/40_Memberships	■	60, 141–143
4.14	List of engaged stakeholder groups http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue	■	37
4.15	Basis for identification of stakeholders	■	37–41
4.16	Stakeholder engagement (type/frequency)	■	37–41
4.17	Response to key topics and concerns raised by stakeholders	■	135–139
5. Economic			
DMA EC	Management approach	■	91–92, 139–144, 173–183
EC1	Direct economic value generated and distributed	■	C2, 134–135, 143, 265–266
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change <i>Risk management takes into account damages caused by natural hazard at all locations of Deutsche Börse Group, flooding at Prague location and heavy storms at New York location.</i>	■	
EC3	Coverage of the organisation's defined benefit plan obligations http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/13_Reporting/50_ESG_indicators/30_Employee_benefits	■	70–75, 76–80, 266–268, 306–311
EC4	Significant financial assistance received from government (e.g. subsidies)	■	None
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	■	135–137
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation <i>This indicator is not relevant for Deutsche Börse Group. As a service provider, Deutsche Börse Group rarely procures physical suppliers.</i>	☑	
EC7	Procedures for local hiring and proportion of senior management of spending on locally based suppliers at significant locations of operation <i>Hiring only according to qualifications</i>	■	
EC8	Infrastructure investments and services provided primarily for public benefit	■	C3–C4

EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	■	134–135
6. Environmental			
DMA EN	Management approach	■	91–92, 139–144
EN1	Materials used by weight or volume	■	143
EN2	Percentage of materials used that are recycled input materials <small>This indicator is not relevant for Deutsche Börse Group. Contrary to producing companies, the materials used by Deutsche Börse Group mainly consist of office materials.</small>	☑	
EN3	Direct energy consumption by primary energy source <small>Natural gas: 59,440 Gigajoule</small>	■	
EN4	Indirect energy consumption by primary energy source	■	143
EN5	Energy saved due to conservation and efficiency improvements	■	141–143
EN6	Initiatives to provide more energy-efficient or renewable energy-based products and services	■	141–143
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	■	141–143
EN8	Total water withdrawal by source <small>70,049 m³</small>	■	143
EN11	Location and size of land used in protected areas <small>This indicator is not relevant for Deutsche Börse Group. Biodiversity is not affected negatively by the operations of Deutsche Börse Group. As an exchange organisation, Deutsche Börse Group's operations are not located in areas with a high biodiversity.</small>	☑	
EN12	Impacts of operations on biodiversity <small>This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity.</small>	☑	
EN13	Habitats protected or restored <small>This indicator is not relevant for Deutsche Börse Group. The Group's operations are located in developed commercial areas with no significant impact on biodiversity and species with extinction risk.</small>	☑	
EN16	Total direct and indirect greenhouse gas emissions by weight <small>13,200 t (Emissions data for our main locations (Frankfurt/Eschborn, Luxembourg, Prague) are based upon the energy data reported by the supplier. The data for our remaining locations are extrapolated. If available, we use the energy suppliers' local emission factors. Otherwise, we use generally acknowledged standard factors, such as DEFRA or IEA.)</small>	■	143
EN17	Other relevant indirect greenhouse gas emissions by weight <small>7,111 t (Other relevant indirect greenhouse gas emissions for Deutsche Börse Group are travel-based.)</small>	■	143
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	■	141–143
EN19	Emissions of ozone-depleting substances by weight <small>This indicator is not relevant for Deutsche Börse Group. The Group does not emit any ozone-depleting substances.</small>	☑	
EN20	NOx, SOx and other air emissions <small>This indicator is not relevant for Deutsche Börse Group. The Group's operations generate no significant emissions of NOx, SOx and other air pollutants.</small>	☑	
EN21	Water discharge by quality and destination <small>64,377 m³ (household wastewater/local wastewater systems with discharge into the respective sewage treatment plants)</small>	■	
EN22	Total weight of waste by type and disposal method <small>Total waste: 860 t (organic: 177 t; paper: 176 t; other: 507 t)</small>	■	
EN23	Spills of hazardous substances <small>This indicator is not relevant for Deutsche Börse Group. As an exchange organisation, the Group's operations are office-based and do not constitute any risks of significant spills of hazardous substances.</small>	☑	
EN26	Initiatives to mitigate environmental impact of products and services and extent of impact mitigation <small>This indicator is not relevant for Deutsche Börse Group. As a financial services provider, the Group's products have no environmental impact.</small>	☑	
EN27	Reclaimed packaging materials <small>This indicator is not relevant for Deutsche Börse Group. As an exchange organisation, Deutsche Börse Group mainly provides financial and data products without packaging materials.</small>	☑	
EN28	Fines/sanctions for non-compliance with environmental laws and regulations <small>There were no cases of non-compliance with environmental laws and regulations during the reporting period. No fines were paid.</small>	■	

Social: labour practices and decent work			
DMA LA	Management approach	■	49–50, 72–73, 91–92, 139– 144, 183
LA1	Total workforce by employment type, employment contract and region broken down by gender <small>Total number of permanent contracts: 97% (thereof 37.1% female and 62.9% male employees)</small>	■	135–139, 189– 190
LA2	Total number and rate of employee turnover by age group, gender and region	■	135–139, 189– 190
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations <small>No differences</small>	■	
LA4	Percentage of employees covered by collective bargaining agreements	■	137
LA5	Minimum notice period(s) regarding significant operational changes, including the specification in collective agreements <small>The minimum notice period in Germany is usually three months prior to the end of the quarter, in Luxembourg, it depends on the length of the period of employment (up to 5 years = 1 month, between 5 and 10 years = 2 months, above 10 years = 3 months); in Prague, it is 2 months. The involvement of employee representatives is regulated by law. The process ensures the involvement of employees, as, initially, an information and consultation process is provided and if there is an organisational change, a negotiation on the balance of interests is conducted.</small>	■	
LA6	Percentage of total workforce represented in health and safety committees that monitor and advise on occupational health and safety programme <small>Health and safety committee: Frankfurt/Eschborn: 9 employees, Luexembourg: 4 employees, Prague: 0 employees</small>	■	
LA7	Injuries, occupational diseases, lost days and absenteeism as well as number of work-related fatalities by region and gender <small>Frankfurt/Eschborn: 9 work-related injuries; Luxembourg: 30 work-related injuries; Prague: 0 work-related injuries, 0 work-related fatalities. A breakdown by gender is not relevant for Deutsche Börse Group.</small>	■	
LA8	Programmes regarding serious diseases <small>Many requirements are regulated by law, such as eye exams at work stations. In addition, we offer various measures to prevent stress and burnout. We have a wide range of work-life balance offers, but also seminars and trainings with the aim to counter burnout.</small>	■	43–46, 135– 139
LA9	Health and safety topics covered in formal agreements with trade unions <small>This indicator is not relevant for Deutsche Börse Group due to the nature of the business as an exchange organisation.</small>	☑	
LA10	Hours of training per employee by gender and by employee category <small>Training days: managers 2.3 (2.1 for male, 3.5 for females); staff 2.7 (2.6 male, 3.0 female)</small>	■	138
LA11	Programmes for skills management and lifelong learning	■	43–46, 82
LA12	Percentage of employees receiving regular performance and career development reviews, by gender <small>In all locations: 96.9% (thereof 42.2% female and 57.8% male employees)</small>	■	
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity <small>18 Supervisory Board members: 14 male/4 female, age: 50+ (18); 5 Executive Board members: 4 male/1 female, age: 40–49 (1) / 50+ (4)</small>	■	48–49
LA14	Ratio of basic salary of women to men by employee category	■	136–137
LA15	Return to work and retention rates after parental leave, by gender	■	138
Social: human rights			
DMA HR	Management approach	■	6, 91–92, 139– 144
HR1	Investment agreements that include human rights clauses or have undergone human rights screening <small>94.7% (Total number: 175)</small>	■	
HR2	Percentage of significant suppliers, contractors, and other business partners that have undergone screening on human rights, and actions taken <small>94.7% (Total number: 175)</small>	■	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations	■	59
HR4	Total number of incidents of discrimination and actions taken <small>There were no incidents of discrimination at Deutsche Börse Group during the reporting period.</small>	■	None
HR5	Freedom of association/collective bargaining	■	58–63

HR6	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour http://deutsche-boerse.com/dbg/dispatch/de/kir/dbg_nav/corporate_responsibility/10_Our_Responsibility/05_CR_guideline/20_Code_of_Conduct?horizontal=Code_of_conduct	■	58–63
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination or all forms of forced or compulsory labour	■	58–63
HR10	Percentage and total number of operations that have been subject to human rights reviews 0 per cent. Deutsche Börse Group does not purchase from critical countries. By means of the Code of Conduct and our General Terms and Conditions of Purchase, suppliers are screened continuously. In addition, suppliers are assessed in terms of sustainability.	■	
HR11	Number of grievances related to human rights filed, addressed and resolved No grievances are known which go beyond the Code of Conduct and the General Terms and Conditions of Purchase. Deutsche Börse Group does not purchase from critical countries. By means of the Code of Conduct and the General Terms and Conditions of Purchase suppliers are screened continuously. In addition, suppliers are assessed in terms of sustainability.	■	None
Social: society			
DMA SO	Management approach	■	38, 91–92, 139–144
S01	Percentage of operations with implemented local community engagement, impact assessments, and development programmes http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/corporate_responsibility/12_Stakeholder_Dialogue	■	37–41
S02	Percentage and total number of business units analysed for risks related to corruption 100% (5 business units)	■	
S03	Percentage of employees trained in organisation’s anti-corruption policies and procedures 100% (518 employees trained in 2014)	■	
S04	Actions taken in response to incidents of corruption There were no incidents of corruption during the reporting period neither involving Deutsche Börse Group nor its employees or business partners.	■	
S05	Public policy positions and participation in public policy development and lobbying http://deutsche-boerse.com/dbg/dispatch/en/kir/dbg_nav/about_us/15_Public_affairs	■	
S06	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country None/Exception: Political action committee (PAC) of the employees of the US-based subsidiary ISE (US\$ 46,500)	■	
S07	Total number of legal actions for anticompetitive behaviour, anti-trust and monopoly practices and their outcome	■	302–305
S08	Sanctions for non-compliance with laws and regulations	■	302–305
S09	Operations with significant potential or actual negative impacts on local communities This indicator is not relevant for Deutsche Börse Group. The Group’s operations are office-based and therefore had no negative impacts on local communities.	☑	
S010	Prevention and mitigation measures This indicator is not relevant for Deutsche Börse Group. The Group’s operations are office-based and therefore had no negative impacts on local communities.	☑	
Social: product responsibility			
DMA PR	Management approach	■	91–92, 139– 144, 161–162
PR1	Life cycle stages in which health and safety impacts of products and services are assessed Of the financial services offered by Deutsche Börse Group no negative impact on health and physical safety is expected.	■	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements There are no information requirements on social or ecological impact for products or services provided by Deutsche Börse Group.	■	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes During the reporting period, there were no violations of regulations or voluntary codes in the area of descriptive or labelling of products or services. There were no fines imposed or warnings issued.	■	

PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction http://deutsche-boerse.com/dbg/dispatch/en/binary/gdb_content_pool/imported_files/public_files/10_downloads/Corporate_Responsibility/Themensheets/Kundenservice.pdf		
PR6	Programmes for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion and sponsorship http://deutsche-boerse.com/dbg/dispatch/en/listcontent/dbg_nav/corporate_responsibility/10_Our_Responsibility/05_CR_guideline/10_Code_of_ethics/Code_of_ethics.htm		
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes 0 cases		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 0 cases		
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		302–305