

Employment key figures for Deutsche Börse Group

Key data on Deutsche Börse Group's workforce as of 31 December 2023 (part 1)

	Deutsche Börse AG		Deutsche Börse Group					
	All Locations		Germany		Czech Republic		Luxembourg	
	Male	Female	Male	Female	Male	Female	Male	Female
Employees (Headcount)¹	1,677	980	2,350	1,608	847	559	794	509
50 years and older	454	171	696	330	55	18	285	133
40–49 years	471	223	628	401	281	140	232	148
30–39 years	554	410	779	645	354	241	190	159
Under 30 years	198	176	247	232	157	160	87	69
Average age	42	39	43	40	37	35	44	41
Employee classification								
Full-time employees	1,632	792	2,237	1,180	834	498	759	386
Part-time employees	45	188	113	428	13	61	35	123
Length of service								
Under 5 years (%)	45	49	42	46	53	58	38	39
5–15 years (%)	35	34	34	33	43	41	26	26
Over 15 years (%)	20	17	24	21	4	1	36	35
Staff turnover								
Joiners	199	137	274	219	210	155	81	70
Leavers	91	50	164	109	81	38	52	42
Training								
Training days per employee (FTE)	6.2	6.5	4.8	5.5	5.4	5.9	5.7	4.4

1) Due to missing information (e.g. gender), headcounts of subcategories do not always add up to the total.

Key data on Deutsche Börse Group's workforce as of 31 December 2023 (part 2)

Deutsche Börse Group									
	United Kingdom		Ireland		USA		Other Locations		Total (part 1 and 2)
	Male	Female	Male	Female	Male	Female	Male	Female	
Employees (Headcount)²	496	220	266	286	878	442	3,012	2,212	14,502
50 years and older	140	27	24	18	207	118	360	164	2,580
40–49 years	149	62	75	107	231	100	669	374	3,599
30–39 years	140	88	79	98	260	114	1,061	772	4,989
Under 30 years	67	43	88	63	180	110	922	902	3,334
Average age	42	38	36	37	40	40	36	34	39
Employee classification									
Full-time employees	487	209	265	252	875	433	2,964	2,120	13,522
Part-time employees	9	11	1	34	3	9	48	92	980
Length of service									
Under 5 years (%)	55	53	61	42	54	56	69	71	55
5–15 years (%)	37	38	19	27	36	30	23	22	30
Over 15 years (%)	8	9	20	31	10	14	8	7	15
Staff turnover									
Joiners	72	38	42	47	119	53	473	371	2,225
Leavers	49	27	53	18	108	49	295	241	1,330
Training									
Training days per employee (FTE)	1.4	1.4	3.0	4.3	0.7	1.0	1.5	1.2	3.3

2) Due to missing information (e.g. gender), headcounts of subcategories do not always add up to the total.

Additional HR KPIs

		2023
Absentee rate	%	3.1
Disability rate (total in Germany)	%	1.8
Trainings costs per FTE	€ / FTE	564
Internal movers	%	26

Joiners and leavers by gender in 2023

	Joiners			Leavers		
	Male	Female	Total	Male	Female	Total
Deutsche Börse AG						
All locations	199	137	336	91	50	141
Deutsche Börse Group						
Germany	274	219	493	164	109	273
Czech Republic	210	155	365	81	38	119
Luxembourg	81	70	151	52	42	94
UK	72	38	110	49	27	76
Ireland	42	47	89	53	18	71
USA	119	53	173	108	49	158
Other locations	473	371	844	295	241	539
Total	1,271	953	2,225³	802	524	1,330⁴

3) Due to missing information (e.g. gender), headcounts of subcategories do not always add up to the total.

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Joiners and leavers by age in 2023

	Joiners				Leavers			
	Under 30 years	30 to 39 years	40 to 49 years	50 years and older	Under 30 years	30 to 39 years	40 to 49 years	50 years and older
Deutsche Börse AG								
All locations	135	147	45	9	25	72	19	25
Deutsche Börse Group								
Germany	192	221	62	18	49	127	47	50
Czech Republic	176	134	46	9	30	58	24	7
Luxembourg	67	53	24	7	13	35	23	23
UK	39	45	20	6	12	29	17	18
Ireland	25	59	3	2	42	20	7	2
USA	80	44	32	17	54	53	22	29
Other locations	565	192	68	19	291	155	62	31
Total	1,144	748	255	78	491	477	202	160

Key figures on parental leave

	Entered parental leave in 2023		Returned from parental leave in 2023		Multiple-year return ratio ⁵	
	Male	Female	Male	Female	Male	Female
Deutsche Börse AG	40	38	34	44	94%	93%
Deutsche Börse Group	136	175	123	187	94%	96%

5) Employees whose parental leave ended in 2023 and who have remained within the company