

part of eex group



GET Baltic Diversity, Equity & Inclusion Policy V1

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Vilnius

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1 Executive summary

Being part DBG operating worldwide, we are open in employing colleagues with a wealth of cultural backgrounds at numerous locations around the globe. However, our diversity is reflected not only in the origins or cultural backgrounds of our colleagues but also in the variety of their professional backgrounds and many other differences characterizing each individual personality that is part of our team.

As a global organization, we stand for recognition, appreciation, and inclusion in the working environment. Code of Business Conduct is proof of our commitment to our Group-wide social and corporate responsibility. We advocate for and thrive through openness and fairness. We consider the wealth of backgrounds and ideas to be key to our success.

This Diversity, Equity & Inclusion Policy (DEI Policy) sets out Deutsche Börse Group's commitment to a diverse and inclusive work environment for all Deutsche Börse Group staff. It further defines the key principles and taxonomy of the Deutsche Börse Group Diversity, Equity & Inclusion framework as laid out in chapter 4 of this policy.

2 Scope of application

This is a Category 2 Policy with minimum requirements regarding equal opportunities in employment.

The DEI Policy is applicable to all staff (i.e. individuals who are members of executive boards and management boards, managers, staff members and temporary employees) of all consolidated entities of Deutsche Börse Group at all their locations. Our commitment to diversity, equity, and inclusion is a statement by our company on tolerance and mutual respect in the workforce.

Any violations of this policy may result in sanctions.

3 Our commitment to diversity, equity, and inclusion at Deutsche Börse Group

We believe diversity, equity, and inclusion to be vital to our global success. We also believe that we find strength in combining individual traits to fulfil our purpose. Therefore, Deutsche Börse Group is committed to creating a workplace where everyone feels included and welcome to contribute their ideas as part of a healthy and productive working environment. The key principles of our commitment are as follows:

- We are committed to a comprehensive policy of equal opportunities in employment. No job applicant or colleague is to receive less favorable treatment on grounds not relevant to good employment practice.
- All colleagues – whether full-time, part-time, or temporary – will be treated fairly and respectfully and are to be encouraged and supported to develop their full potential and talents.
- Selection for employment, promotion, training, compensation, or other benefits will be carried out on the basis of aptitude and ability. Any kind of discrimination, i.e. an unequal or prejudicial treatment concerning any dimension of the Diversity, Equity & Inclusion taxonomy as laid out in this policy, nor any form of bullying or harassment as defined in the Group's Anti-Harassment Policy is not acceptable.
- We are committed to achieving short- and long-term goals in the area of Diversity, Equity & Inclusion that meet the evolving needs of our workforce, our business, and society, and will be articulated in concrete terms elsewhere. We further believe that fostering awareness by the means of communication is key to achieving such goals.

4 Taxonomy

Diversity of the workforce describes the versatility of our colleagues in terms of differentiating characteristics according to the following taxonomy. The workforce of Deutsche Börse Group is composed of a wide variety of individuals that are reflective of the diversity of the societies in which it exists and operates.

Equity is the fundamental principle that ensures all colleagues have equal access to opportunities and resources, enabling everyone to make a meaningful contribution. The concept recognizes that there are privileges for some people and barriers for others that need to be taken into account to create an inclusive work environment.

Inclusion refers to the extent to which organizations involve all colleagues. An inclusive work environment is characterized by colleagues feeling welcome to bring in their individual qualities. Characteristics belonging to the dimensions listed below that might otherwise be factors leading to them being excluded or marginalized are viewed as enrichment to Deutsche Börse Group's corporate culture.

We embrace a diverse workforce and inclusive work environment and recognize and respect the qualities of our colleagues in accordance with the following dimensions:

- **Cultures and ethnicities:** we foster an open work environment in which there is mutual respect and

understanding of cultural or ethnical differences and similarities.

- **Beliefs:** persons have different religious attitudes or beliefs and follow different religious practices. Every individual is to be treated respectfully with regards to their religious affiliation and worldview.
- **Sexual identities and orientations:** we foster an organizational culture in which no one has to justify their own sexual identity or orientation.
- **Gender:** we foster a work environment in which gender or gender identities do not affect the distribution of resources, tasks and responsibilities; these are allocated on the basis of actual competence and expertise of any person.
- **(Dis-) abilities:** our goal is to establish a corporate culture in which all colleagues feel comfortable declaring any kind of physical, mental or health limitations.
- **Generations:** we foster a mutually appreciative and motivating working environment for all age groups. This also relates to different levels of life and work experiences.
- **Personalities:** each person has both immutable and variable characteristics which may evolve over time. Those characteristics include their specific skills, education, socioeconomic background, family and relationship status. Every individual is to be treated respectfully and appreciatively with regards to any feature of their personality.

We value diverse ways of thinking and working and encourage all colleagues to bring in their individual ways of thinking and working to the benefit of their teams and be their true selves at work. This applies for as long as their conduct does not effectively violate the rights enjoyed by other persons or hinder daily work.

5 Responsibilities

Every individual who is part of the workforce is responsible for creating a diverse and inclusive corporate culture. All leaders and colleagues are expected to respect the diversity among Deutsche Börse Group colleagues and all those with whom we do business, and respect the life choices of others, if such life choices do not infringe on the rights enjoyed by other colleagues or interferes with business necessities.

Further, all leaders and colleagues working at Deutsche Börse Group are bound by its Code of Business Conduct to interact with each other with openness and confidence, and to intervene when witnessing any sort of discrimination or abuse.

Thus, every individual is called upon to proactively counteract any direct or indirect bullying, harassment, or discrimination at their own discretion, and actively foster an inclusive working culture. Colleagues are asked to assess situations that they observe with the help of common sense.

6 Advocacy groups focusing on Diversity, Equity & Inclusion topics

Deutsche Börse Group aims to be a pivot of excellence where tolerance, mutual respect and appreciation fosters innovation and growth.

Deutsche Börse Group recognizes the value of allowing groups of employees with common interests to formalize their professional relationship by creating Employee Resource Groups (ERGs) and company-internal networks.

ERGs and networks are dedicated to fostering a diverse and inclusive work environment and are either organized around a specific interest group or at the level of one of Deutsche Börse Group's locations. ERGs and networks can provide cultural expertise to the Diversity, Equity & Inclusion Council and thus enable it to build cultural competence. They also facilitate relationships between Deutsche Börse Group and external communities and support specific business projects and initiatives. ERGs and networks align their communication as well as external appearances with communication division.

Membership in such ERGs and networks and disclosure of such memberships is voluntary. Membership is open only to current employees of Deutsche Börse Group including interns and working students. Service providers and consultants are not eligible for membership. Participation in ERG events or leadership activities during normal work hours must be approved by the line manager. Participation during non-work hours does not require such approval.

To the extent possible, line managers are expected to support colleagues who wish to participate in ERG- or network activities. Employees who desire to pursue a leadership role within an ERG or network should be encouraged by line management if they are in good standing in their current job. A commitment to such a leadership role should be viewed as part of this colleague's personal and professional development, and consideration should be given to their leadership accomplishments as part of the employee's year-end evaluation.

The purpose of an ERG or network is not to represent or act as an advocacy group with regards to terms and conditions of employment. Programs and events proposed by any ERG or network must align with Deutsche Börse Group's values and business practices and the overall Diversity, Equity & Inclusion framework as

laid out in this policy.

7 Grievance resolution procedures

Deutsche Börse Group does not tolerate unfair or prejudicial treatment of individuals or groups, bullying or harassment of any kind whatsoever. Deutsche Börse Group’s position of non-tolerance of moral and sexual harassment as well as a description of the grievance resolutions policies that are in place are detailed in the Anti-Harassment Policy and other applicable laws and policies.

8 Document Basics

8.1. Change History

Version	Date	Reason for change	Changed section	Author
V1	24.10.2024	First publication	Standalone document based on 22.10.2024 EEX Group Diversity, Equity & Inclusion Policy V1.1, December 2023 DBG Diversity, Equity & Inclusion Policy V 1.1.	Darius Sabonis

8.2. Approval and amendments

The Diversity, Equity & Inclusion Policy it’s material amendments is subject to GET Baltic’s Management Board approval.