

Corporate Engagement

2020 Report

March 2021

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1. Introduction

In addition to their basic ethical and legal responsibilities, companies must assume responsibility for the social environment in which they operate. At Deutsche Börse Group, we see corporate engagement as an ongoing commitment towards our shareholders and customers, our colleagues, as well as society. Any corporate engagement activity is a statement that can shape both the external and the internal perception of Deutsche Börse Group, which is critical to the confidence of customers, shareholders and staff in the company.

With the Corporate Engagement Policy, we have created a set of binding principles and standards for all corporate engagement-related activities at Deutsche Börse Group to ensure the effectiveness of said activities, a responsible use of shareholder money, and to prevent said activities from potentially damaging the reputation of Deutsche Börse Group or constituting a violation of established compliance rules. Our commitment focuses on three main areas:

- Education and Culture
- Sport
- Social Cohesion

Activities are implemented with the help of four instruments:

- Non-business-related sponsoring
- Donations
- Personal commitment
- Memberships

The areas of involvement and the definition of the four instruments are detailed in the Corporate Engagement Policy (CE Policy) of Deutsche Börse Group (internal document).

In this report, we will summarise the official corporate engagement activities of Deutsche Börse Group in 2020 that were either conducted or approved by Group Communications & Marketing.

2. Executive Summary

- The CE Policy that came into force in September 2019 was updated with minor changes in December 2020. These changes especially concern staff-driven fundraising activities.
- In 2020, the Coronavirus pandemic posed great challenges to humanity both from a social and an economic perspective. In such difficult times, Deutsche Börse Group assumes special responsibility towards society, particularly at the locations from which we operate and where our colleagues, their families and friends live. We therefore launched several separate (donation) initiatives last year to help people overcome this unprecedented and global crisis.
- The 2020 Corporate Engagement programme in the area of "Sport" was affected by restrictions related to the Coronavirus pandemic. None of the traditional activities in the area of "Sport" that involve staff engagement like the "Business Run" in Luxembourg or the "J.P. Morgan Corporate Challenge" in Frankfurt/Main Eschborn could be organised in 2020.
- The Deutsche Börse Photography Foundation is responsible for and supervises all activities of the Group that pertain to the Art Collection Deutsche Börse. Being an independent non-profit organisation, their engagement in collecting, exhibiting, and promoting contemporary photography are not subject of this report. However, their activities are an important contribution to the area of "Education and Culture". The Art Collection Deutsche Börse, a collection of more than 2,000 works by 137 artists from over 27 nations, is presented in most office spaces of the Group. Information on the Foundation and its programme can be found [here](#).

3. Financials

Year	Spent total	Spent Education and Culture	Spent Sport	Spent Social Cohesion
2020	€3,281,265.00	€1,062,050.00	€1,150,000.00	€1,069,215.00

4. List of Activities/Projects

4.1. Education and Culture

Initiative	Instrument	Location	Spent in EUR
Jeunesse Musicales Deutschland	Donation	Germany	€5,000
Alte Oper Frankfurt	Donation	Frankfurt/Main – Eschborn	€10,000
Junge Deutsche Philharmonie	Donation	Frankfurt/Main – Eschborn	€10,000
GUG - Gesellschaft für Unternehmensgeschichte	Membership	Frankfurt/Main – Eschborn	€500
Frankfurter Kultur Komit�ee	Donation	Frankfurt/Main – Eschborn	€3,000
Freunde des Museums f�r Moderne Kunst e.V.	Membership	Frankfurt/Main – Eschborn	€5,050
Rheingau Musikfestival	NBR Sponsoring	Frankfurt/Main – Eschborn	€150,000
Frankfurt School of Finance	NBR Sponsoring	Frankfurt/Main – Eschborn	€25,000
Institute for Law and Finance Donor's Committee (Goethe-Universit�t Frankfurt)	Donation	Frankfurt/Main – Eschborn	€15,000
Gesellschaft der Freunde und F�rderer der Hochschule f�r Musik und Darstellende Kunst e.V.	Membership	Frankfurt/Main – Eschborn	€500
St�del Museum	Membership	Frankfurt/Main – Eschborn	€3,000
Schirn Museum	Membership	Frankfurt/Main – Eschborn	€2,500
Patronatsverein – Oper Frankfurt	Membership	Frankfurt/Main – Eschborn	€3,500

Goethe Finance Association	NBR Sponsoring	Frankfurt/Main – Eschborn	€2,500
Bundesverband der Börsenvereine an deutschen Hochschulen	NBR Sponsoring	Mannheim	€5,450
Goethe Universität (House of Finance), foundation of a Junior professorship	NBR Sponsoring	Frankfurt/Main – Eschborn	€80,000
E-Finance Lab (Goethe University/House of Finance)	Membership	Frankfurt/Main – Eschborn	€100,000
Stifterverband Jubiläumsinitiative	Donation	Frankfurt/Main – Eschborn	€10,000
Kronberg Academy Stiftung (Casals Forum)	Donation	Frankfurt/Main – Eschborn	€500,000
Acatech (Support Association German Academy of Science and Engineering)	Membership	Germany	€40,000
Universität Hamburg Fakultät für Betriebswirtschaft	NBR Sponsoring	Hamburg	€80,000
Justus-Liebig-Universität Gießen	Membership	Gießen	€1,500
RWTH Aachen	Membership	Aachen	€2,050
Center for Financial Studies Goethe University Frankfurt	Membership	Frankfurt/Main – Eschborn	€7,500
			€1,062,050

4.2. Sport

Initiative	Instrument	Location	Spent in EUR
Eintracht Frankfurt	NBR Sponsoring	Frankfurt/Main – Eschborn	€1,150,000
			€1,150,000

4.3. Social Cohesion

Initiative	Instrument	Location	Spent in EUR
Speedskating Leipzig e.V. (CE Lottery)	Donation	Leipzig	€1,000
DRK Rettungshundestaffel Friedberg-Wöllstadt (CE Lottery)	Donation	Frankfurt/Main – Eschborn	€1,000
Les Amis du Clos Gourmand (CE Lottery)	Donation	Luxembourg/France	€1,000
9eme Lux Guy de Larigaudie (CE Lottery)	Donation	Luxembourg	€1,000
GirlForward Chicago (Year-End-Charity 2019)	Donation	Chicago	€1,000
Kidpower Teenpower Fullpower International (Year-End-Charity 2019)	Donation	Santa Cruz, California	€1,000
Pink Bubble Foundation (Year-End-Charity 2019)	Donation	Prague	€3,000
Trust in Togetherness DBAG Covid-19 Relief	Donation	Global	€750,000
Group Sports Challenge	Donation	Global	€90,000
Freundeskreis der Arche e.V.	Donation (Annual)	Frankfurt/Main – Eschborn	€35,000
Malteser Social Day Frankfurt	Personal Commitment/NBR Sponsoring	Frankfurt/Main – Eschborn	€5,250
Trading Charity: Frankfurter Tafel	Donation (Approval Only)	Frankfurt/Main – Eschborn	€50,000
Trading Charity: Make-A-Wish Frankfurt	Donation (Approval Only)	Frankfurt/Main – Eschborn	€50,000
Trading Charity: Hilfe für krebserkrankte Kinder Frankfurt	Donation (Approval Only)	Frankfurt/Main – Eschborn	€33,000
Trading Charity: Verein zur Förderung der Jugendhilfe und	Donation (Approval Only)	Frankfurt/Main – Eschborn	€33,000

Erwachsenenbildung Möwe Jonathan			
Zeltschule e.V.	Donation (Approval Only)	München	€1,500
Social Day Belgium	Personal Commitment (Approval Only)	Belgium	€5,000
Social Day Luxembourg	Personal Commitment (Approval Only)	Luxembourg	€5,000
Schirn-Café Badias	Donation (Approval Only)	Frankfurt/Main – Eschborn	€2,000
Club Zug 94	Donation (Approval Only)	Zug	€465
			€1,069,215

5. Special Initiatives

5.1. CE Lottery

Our Corporate Engagement Lottery was founded to recognise the commendable charitable efforts of our colleagues. In their spare time, many of our colleagues support those in need, invest themselves in environmental initiatives, encourage the young, and much more. Choosing between the variety of initiatives and opportunities is extremely difficult, and supporting every single project is unfortunately not feasible.

To nevertheless honour such initiatives, we draw one project from all eligible submissions every calendar quarter and support it with a donation of €1,000. To be eligible for a donation, a project needs to meet the approval criteria of the latest iteration of the Corporate Engagement Policy and be compliant with Deutsche Börse Group's Anti-Corruption Policy and Policy on Conflicts of Interest.

Projects are submitted via e-mail to corporate.engagement@deutsche-boerse.com.

5.2. Trust in Togetherness

The Coronavirus pandemic poses an unprecedented challenge to mankind, both from a societal and an economic perspective. Giving support and solidarity to those who have been and are still working particularly hard and are showing extraordinary initiative – such as nurses, doctors, emergency service staff, researchers and scientists, employees in supermarkets and logistics centres, and many others – is vital.

In these difficult times, Deutsche Börse Group seeks to provide support particularly at the locations, from which we operate and where our colleagues, their families and friends live. In the first half of 2020, we have therefore provided a total of €750,000 to charities and projects that are doing their part to mitigate the effects of Covid-19 at a local level – this being our first contribution to overcoming this unprecedented and global crisis.

We have selected the organisations together with colleagues from every location, the donations supporting either research, front-line helpers, or people in need. Information on the recipients of our donations is provided in Appendix A.

5.3. Group Sports Challenge

During the ongoing coronavirus pandemic, another important issue was decreasing psychological stress resulting from social distancing restrictions and home confinement. To provide a small relief, the first Deutsche Börse Group Sports Challenge was aimed at providing a social framework to all our colleagues around the globe – combining fun, doing something for their health and supporting the good cause.

During an internal initiative, the “Appreciation Week”, all colleagues across the globe were called upon to run, walk or ride their bikes to contribute to a good cause. 1458 colleagues signed up for the initiative. Their combined “participation fees” were collected in a donation fund of €45,000. Deutsche Börse Group doubled this fund so we could support charities at the locations of our challenge participants with a total amount of €90,000.

Similar to the “Trust in Togetherness” initiative mentioned above, we wanted to support those people in our society who were hit particularly hard by the ongoing pandemic – be it either by additional workload (e.g. front-line helpers) or by the ongoing restrictions (e.g. seniors and children living in less privileged households).

Information on the recipients of our donations are provided in Appendix B.

6. Conclusion

In 2020, it was our focus to continue promoting the CE Policy and to review the existing CE portfolio. The Coronavirus pandemic represented an unexpected diversion in our planning. It strongly affected the structure and development of our CE programme last year. On the one

hand, no activities in the area of “Sport” could be pursued due to the social distancing restrictions implemented at all our locations. On the other hand, the focus of our activities in the area of “Social Cohesion” lay on contributing to the resolution of the crisis.

. Our ambition for 2021 is to enhance the coherence of the Group-wide portfolio of CE activities even further. If the societal development of the upcoming months so permits, especially in the areas of “Social Cohesion” and “Education and Culture”, we want to shift the focus towards such projects that strengthen Deutsche Börse Group’s position as good corporate citizen in the environment in which we operate and generate strong, sustainable effects beyond the realm of coronavirus relief.

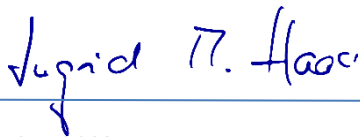
In the area of “Education and Culture”, we seek to complement our awareness for cultural heritage and in the field of education. A first major step is the new cooperation with the Städel Museum in Frankfurt, whose collection provides an almost complete overview of 700 years of European art history. With our new partnership we want to contribute to our shared awareness of quality, dedication to innovation and a progressive approach. Furthermore, we want to invite our colleagues at Deutsche Börse Group to actively join in this new partnership with special events and access to the Städel collection. We aim to add further initiatives to our portfolio that combine tangible benefits for our colleagues with a lasting impact on the cultural environment that we live in. Such initiatives should serve the purpose to improve social participation through economic and financial education and contributing to the cultural legacy. We aim to expand our portfolio in this area beyond the location of Frankfurt/Main – Eschborn.

We would also like to highlight that the Deutsche Börse Group Sports Challenge will remain a central part of our engagement portfolio aiming to foster staff-cohesion as well as well-being among all our colleagues. Further to that, we encourage all locations of Deutsche Börse Group to develop and recommend further activities within the area of “Sport” that provide a platform for colleagues to show their team spirit and strengthen their sense of togetherness. Such activities should be of major strategic relevance for Deutsche Börse Group’s reputation, have a supra-regional relevance and help convey the message that Deutsche Börse Group plays an active role in the community.

Lastly, together with relevant stakeholders we will be a key driver in the development of a Diversity & Inclusion Policy (D&I Policy) for all fully integrated Deutsche Börse Group entities. Furthermore, we will continue to support related stakeholders (e.g. Climate Working Groups etc.) with the communication of projects and events.


We would like to strongly emphasise that **staff-driven initiatives are welcome**. Such activities, especially those involving a call for funds or gift giving, underlie the rules stipulated by chapter 6.2.2 of the [CE Policy](#). We encourage all colleagues at Deutsche Börse Group to send their proposal to the following e-mail address: Corporate.Engagement@deutsche-boerse.com.

All colleagues who are active and committed in the corporate engagement area must respect the [Code of Business Conduct](#) and the guidelines laid down in the CE policy with regards to CE activities in the name of Deutsche Börse Group. This is to make sure that shareholder money is used responsibly and that CE activities do not potentially damage the reputation of Deutsche Börse Group or constitute a violation of established compliance rules.



Ingrid Haas

(Managing Director Group Communications
& Marketing)



Oliver Frischemeier

(Head of Corporate Communications &
Engagement)

Appendix A

List of Recipients Deutsche Börse Group “Trust in Togetherness”

Recipient	Location	Spent in EUR
Corona-Fonds der Goethe Universität Frankfurt	Frankfurt/Main – Eschborn	€100,000

Hopitaux Robert Schumann Luxembourg	Luxembourg	€100,000
Red Cross Prague	Prague	€50,000
East End Community Foundation London	London	€35,000
Sue Ryder Prague	Prague	€30,000
Adra	Prague	€30,000
Bürgerhospital	Frankfurt/Main – Eschborn	€25,000
Künstlerhilfe Frankfurt	Frankfurt/Main – Eschborn	€25,000
Die Frankfurter Tafel	Frankfurt/Main – Eschborn	€25,000
Freundeskreis der Arche e.V.	Frankfurt/Main – Eschborn	€25,000
The Mercy Hospital	Cork	€25,000
Feed the Heroes Cork	Cork	€25,000
Universitätsklinikum Leipzig	Leipzig	€25,000
Croix Rouge Luxembourgoise	Luxembourg	€20,000
UCSF Foundation	San Francisco, California	€10,000
SOS Kinderdörfer weltweit (Spanien)	Madrid	€10,000
Mensajeros de la Paz Argentina	Buenos Aires	€10,000
3D Hubs Amsterdam	Amsterdam	€10,000
Home Nursing Foundation Singapore	Singapore	€10,000
Community Foundation of Singapore	Singapore	€10,000
Lung Foundation Australia	Sydney	€10,000
Timmi to help e.V. Leipzig	Leipzig	€10,000
The New York Community Trust	New York	€10,000
New York Health Hospitals	New York	€10,000
WHO Solidarity Response Fund	Global	€10,000

Japanese Red Cross	Tokyo	€10,000
Global Giving Coronavirus Relief Fund	Washington D.C.	€10,000
Emergency Fund AP-HP Paris	Paris	€7,500
Croix Rouge Française	Paris	€7,500
WeCare4You (Charité Berlin)	Berlin	€5,000
Initiative „Quarantäneengel“ DRK Kreisverband Nord-Ost Berlin	Berlin	€5,000
Hurstinapu Finland	Helsinki	€5,000
Mannerheimin Helsinki	Helsinki	€5,000
Greater Chicago Food Depository	Chicago	€5,000
Chicago Community Trust	Chicago	€5,000
Swiss Solidarity	Switzerland	€5,000
Solidarité Femmes Paris	Paris	€5,000
Pro Senectute (Suisse)	Switzerland	€5,000
Community Foundation for Greater Atlanta	Atlanta	€5,000
CDC Combat Coronavirus	Atlanta	€5,000
Save the Children HK	Hong Kong	€5,000
The Hospital Authority HK	Hong Kong	€5,000

Appendix B

List of Recipients Deutsche Börse Group “Group Sports Challenge”

Recipient	Location	Spent in EUR
Corona-Fonds der Goethe Universität Frankfurt	Frankfurt/Main – Eschborn	€12,000
Bürgerhospital FFM	Frankfurt/Main – Eschborn	€12,000
Hopitaux Robert Schumann Luxembourg	Luxembourg	€10,000
East End Community Foundation London	London	€6,000
Breakfaststory s.r.o.	Prague	€6,000
Adra	Prague	€6,000
Pennydinners Cork	Cork	€4,000
The Mercy Hospital	Cork	€4,000
Cerebral Palsy Alliance Singapore	Singapore	€4,000
Rare Disorders Society Singapore	Singapore	€4,000
HK Blind Union	Hong Kong	€4,000
Timmi to help e.V. Leipzig	Leipzig	€2,000
Universitätsklinikum Leipzig	Leipzig	€2,000
Swiss Solidarity	Switzerland	€2,000
New York Health Hospitals	New York	€2,000
Emergency Fund AP-HP Paris	Paris	€2,000
Initiative „Quarantäneengel“ DRK Kreisverband Nord-Ost Berlin	Berlin	€1,500
WeCare4You (Charité Berlin)	Berlin	€1,500
SOS Kinderdörfer weltweit (Spanien)	Madrid	€1,000
Greater Chicago Food Depository	Chicago	€1,000
Lung Foundation Australia	Sydney	€1,000
MSF Dubai	Dubai	€1,000