DEUTSCHE BÖRSE GROUP

Corporate Engagement

2021 Report

April 2022

Public

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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 internal Corporate Engagement Policy (CE Policy) of Deutsche Börse Group.

In this report, we will summarise the official corporate engagement activities of Deutsche Börse Group in 2021 that were either conducted or approved by Group Communications & Marketing.

2. Executive summary

- The CE Policy was updated with minor changes in December 2020 and remained unchanged in 2021.
- The corporate engagement programme of Deutsche Börse Group included charitable donations, community investments and commercial initiatives in a total amount of €2,495,256.51. Further details are shown in the following chapter. The 2021 total is smaller than the previous year due to Covid-19 aid donations added to the regular budget in 2020.
- In 2021, there was a special focus on enabling and encouraging our colleagues around the globe to get personally involved. Multiple opportunities have been created for this purpose, such as our Social Days at different locations and various possibilities within mentoring programmes.
- Another goal was to make our major local Frankfurt-based engagements accessible to all colleagues globally.
- 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 is 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 2,200 works by 150 artists from 30 nations, is presented in most office spaces of the Group. Information on the Foundation and its programme can be found here.

3. Financial overview

Year	Spent total in EUR
2020	3,281,265.00
2021	2,495,256.51

4. Highlights

4.1 Personal engagement

4.1.1 Social Days

As part of our one global team, all colleagues are encouraged to assume their responsibility towards society. We consider the personal engagement of our colleagues a particularly valuable element of our engagement because it creates opportunities for mutual exchange and learning. As it has become a cherished tradition among our colleagues, we organised Social Days during which many of our colleagues in several locations swapped the office for schools and social institutions for one day and volunteered in their local communities.

During a “Community Week”, our colleagues in Cork helped to clean the Marymount Hospital & Hospice Charity Shop to prepare it for the reopening. Throughout the week, they also collected vouchers and food items for the Cork Penny Dinners, an institution that helps provide meals for those in need. Our Eschborn-based colleagues dedicated their Social Day to beautifying three different schools in the greater Frankfurt area. They painted classrooms and helped to restructure schoolyards. In Luxembourg, trees were planted, and benches built for the outdoor area of Kannerduerf Mersch, an institution that gives many children a home. Our colleagues from the London office supported a community garden project in the East End of London.

The Deutsche Börse Group Social Days will remain a central part of our engagement portfolio aiming to foster staff-cohesion and personal engagement in our local communities.

4.1.2 Group Sports Challenge

During the ongoing coronavirus pandemic, an increasingly important issue for many companies is to find ways to help decrease psychological stress resulting from social distancing restrictions and home confinement. To offer a small relief, our Group Sports challenge took place again in the summer of 2021. It is 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.

All colleagues across the globe were called upon to run, walk, swim, row or ride their bikes to contribute to a good cause. 1,020 colleagues signed up for the initiative. Their combined “participation fees” were collected in a donation fund of €45,000 that was used to support local charities at the locations of our challenge participants. Detailed information on the recipients of our donations is provided in the Appendix.

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.

4.1.3 Mentorship

Although we do not have a material product to contribute to the good cause, we nonetheless contribute by providing time, knowledge and expertise. In this spirit, we have partnered with organisations in two of our locations last year to organise and execute mentorship and internship programmes to facilitate access to knowledge and expertise to those who face greater barriers due to their socio-economic or cultural backgrounds.

In 2021, we accommodated four students from underrepresented backgrounds for an internship programme at our London office as well as eight students with migration backgrounds who currently live in Germany for a mentorship programme in which colleagues from our headquarters in Eschborn acted as mentors. The mentorship programme will be followed by the offer of a virtual internship for five students starting in February 2022. In 2022 we plan to expand such offers across more of our locations.

4.1.4 Corporate Engagement Lottery

Additionally, many of our colleagues from around the globe support those in need in their spare time, invest themselves in environmental initiatives, encourage the young, and much more. Our Corporate Engagement Lottery was founded to recognise these commendable charitable efforts of our colleagues. So again in 2021 we drew one project from all eligible submissions every calendar quarter and supported it with a donation of €1.000 each. Detailed information on the recipients of our donations is provided in the Appendix.

4.2 Local initiatives with a global scope

4.2.1 Eintracht Frankfurt

With our sponsorship of the local sports association Eintracht Frankfurt, we wish to demonstrate a clear commitment to the city of Frankfurt and the region our headquarters are located in. The inaugural sponsorship agreement between Eintracht Frankfurt and Deutsche Börse AG expired at the end of the 2019/2020 season. Since 1 July 2020, both sides have concluded a new sponsorship agreement that runs until 2023 and by which Deutsche Börse AG has become the main shirt sponsor of Eintracht Frankfurt's eSports teams.

The new partnership in eSports offers the opportunity to address a young and tech-savvy target group which is highly relevant in terms of employer branding. The sponsorship can also be further aligned with the objectives of the CE Policy. For example, the sponsorship is no longer limited to Frankfurt but can be organised jointly with Deutsche Börse AG's international locations. In corporation with Eintracht Frankfurt, events such as Group-wide eSports tournaments and other formats are planned to allow colleagues from all offices to actively participate in the sponsorship.

4.2.2 Städel Museum

Promoting culture and education is a key pillar of Deutsche Börse Group's social commitment and is also reflected, for example, in the work of the Deutsche Börse Photography Foundation. To complement such activities, Deutsche Börse AG has entered into a partnership with the Städel Museum in Frankfurt in 2021, initially for a period of four years. Its collection provides an almost complete overview of 700 years of European art history.

Through our partnership with the Städel Museum in Frankfurt, we would like to raise the awareness of our cultural heritage and in the field of education. We have invited – and will continue to do so – all our colleagues globally as well as our clients to actively participate in this partnership with special events and access to the museum collection. To make this possible, most offers such as lectures and guided tours were transferred into virtual formats. In 2022, we will intensify our cooperation on the occasion of the Renoir exhibition by sponsoring the so-called "digitorial", a multimedia course which is publicly available on the website of the museum.

5. Outlook

Our ambition for 2022 is to enhance the coherence of the Group-wide portfolio of corporate engagement activities even further and to continue fostering the exceptional personal engagement of our colleagues around the globe.

We also aim to expand our in-kind contributions. Deutsche Börse Group is an internationally operating provider of market infrastructure. As such, our options for charitable donations of goods and services are limited. Nonetheless, we are in a good position make valuable contributions of time, knowledge and expertise, provided by our colleagues around the globe. In 2021 and in cooperation with partner organisations, we already piloted programmes as described under 4.1.3 at London and Eschborn. We plan to continue but also build on these programmes to include similar initiatives in further locations. In 2022, we intend to focus on projects generate strong, sustainable effects in relation to this new strategic impulse, especially in the areas of "Social Cohesion" and "Education and Culture".

Ingrid Haas

(Managing Director Group Communications & Marketing)

Oliver Frischemeier

(Head of Corporate Communications & Engagement)

Appendix

This appendix provides an overview of our corporate engagement activities and projects. They are listed in categories that follow the Business for Societal Impact (B4SI) model. In addition, the activities and projects are labelled as falling into one or more of our areas of engagement: (1) “Education & Culture”, (2) “Sport” and (3) “Social Cohesion”. All payments made in currencies other than euro were converted into euro for the purpose of this report (source: https://bankenverband.de/service/waehrungsrechner/).

A. Charitable Donations

A charitably donation is a one-off or occasional support to good causes in response to the needs and appeals of charitable and community organisations, requests from employees, or in reaction to external events such as emergency relief situations.

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engage-ment	Spent in EUR
#SheTransformsIT	Donation	Berlin	One-time request	3	607.75
Above and Beyond Family Recovery Center	Donation	Chicago	One-time request	3	939.37
AIDS-Hilfe Frankfurt e.V.	Donation	Frankfurt	CE Lottery	3	1,000.00
AWWA Singapore	Donation	Singapore	Year-End Charity	3	3,532.48
Bürgerhospital und Clementine Kinderhospital gGmbH	Donation	Frankfurt	Trading Charity	3	36,000.00
Cancer Council of Australia	Donation	Sydney	One-time request	3	525.78
Cerebral Palsy Alliance Singapore	Donation	Singapore	Group Sports Challenge	3	1,500.00

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engage-ment	Spent in EUR
Chancenreich e.V.	Donation	Frankfurt	Year-End Charity	3	4,000.00
Clean Up Australia	Donation	North Sydney	Climate Challenge	3	3,000.00
Coalition for Rainforest Nations	Donation	New York	Climate Challenge	3	4,000.00
Cork Penny Dinners	Donation	Cork	Group Sports Challenge	3	2,000.00
Croix-rouge luxembourgeoisie	Donation	Luxembourg	Group Sports Challenge	3	3,500.00
Czech Red Cross	Donation	Prag	Group Sports Challenge	3	4,000.00
Debate Mate Limited	Donation	London	Year-End Charity	3	4,000.00
Deutscher Kinderschutzbund, Bezirksverband Frankfurt e. V.	Donation	Frankfurt	Group Sports Challenge	3	2,500.00
Deutsches Rotes Kreuz e.V.	Donation	Berlin	Group Sports Challenge	3	3,500.00
Müttergenesungswerk (Diakonisches Werk für Frankfurt und Offenbach)	Donation	Berlin	One-time request	3	2,500.00
Disaster Relief (in-kind contribution by Facility Management)	Donation	Dernau (Ahrweiler district)	One-time request	3	21,027.47
Dreieichhörnchen Förderverein Kinder- & Jugendfarm Dreieich e.V.	Donation	Dreieich	CE Lottery	1,3	1,000.00

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engage-ment	Spent in EUR
East End Community Foundation	Donation	London	Group Sports Challenge	3	2,500.00
Europamusicale Veranstaltungs GmbH	Sponsoring	München	One-time request	1	5,000.00
Foodbank for New York City	Donation	New York	Group Sports Challenge	3	250.00
Foodlink Foundation Limited	Donation	Hong Kong	Group Sports Challenge	3	1,250.00
Frankfurter Kinderbüro	Donation	Frankfurt	Trading Charity	3	36,000.00
Frankfurter Tafel	Donation	Frankfurt	One-time request	3	7,500.00
Freundeskreis ARCHE Frankfurt am Main e.V.	Donation	Frankfurt	One-time request	1, 3	35,000.00
Hilfe für krebskranke Kinder e.V.	Donation	Frankfurt	Group Sports Challenge	3	2,500.00
Impact Hong Kong Limited	Donation	Hong Kong	Group Sports Challenge	3	1,250.00
IntegrateNYC	Donation	New York	Year-End Charity	3	3,544.69
Kids first Chicago	Donation	Chicago	Year-End Charity	3	3,545.00
Kinderhilfestiftung e.V.	Donation	Frankfurt	One-time request	3	6,700.00
Main Kind e.V.	Donation	Frankfurt	Group Sports Challenge	3	2,500.00
MainLichtblick e.V.	Donation	Frankfurt	Trading Charity	3	6,700.00
Marymount University Hospital & Hospice	Donation	Cork	Group Sports Challenge	3	2,000.00

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engage-ment	Spent in EUR
Médecins Sans Frontières	Donation	Dubai	Group Sports Challenge	3	500.00
MENTOR – Die Leselernhelfer Bundesverband e.V.	Donation	Köln	One-time request	3	3,000.00
META o.p.s.	Donation	Prague	Year-End Charity	3	4,000.00
National Breast Cancer Foundation	Donation	Sydney	Group Sports Challenge	3	3,000.00
Naturefund e.V.	Donation	Wiesbaden	Climate Challenge	3	5,000.00
Paulis Momente hilft e.V. Leipzig	Donation	Leipzig	Group Sports Challenge	3	2,500.00
Rare Disorders Society	Donation	Singapore	Group Sports Challenge	3	1,500.00
Rugby Club Luxembourg	Donation	Luxembourg	CE Lottery	3	1,000.00
Šance Olomouc o.p.s	Donation	Olomouc	One-time request	3	1,000.00
Schülerpaten Berlin e.V.	Donation	Berlin	Group Sports Challenge	3	500.00
SG Dornheim 1886 e.V.	Donation	Groß-Gerau	CE Lottery Q4/2020, Donation 2021	3	1,000.00
Sozialdienst Frankfurt e.V.	Donation	Frankfurt	One-time request	3	6,700.00
St. Jude Children's Research Hospital	Donation	Memphis	Group Sports Challenge	3	250.00
Stiftung Wunderlampe	Donation	Winterthur	Group Sports Challenge	3	3,000.00

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engage-ment	Spent in EUR
Sunrise Association	Donation	New York	Group Sports Challenge	3	2,000.00
Tierschutzverein Rüsselsheim und Umgebung e.V.	Donation	Rüssels-heim	CE Lottery	3	1,000.00
Zero Waste SG	Donation	Singapore	Climate Challenge	3	2,979.62
Zoologische Gesellschaft Frankfurt von 1858 e.V.	Donation	Frankfurt	Group Sports Challenge	3	2,500.00
Zukunft Klassik e.V.	Donation	Oestrich-Winkel	One-time request	1	35,000.00
Zweitzeugen e.V.	Donation	Bünde	JUVE Awards 2021	1	5,000.00
Spent total in EUR					**296,802.16**

B. Community Investments

A community investment is a long-term strategic involvement in community organisations, mainly partnerships, to address a specific range of social issues chosen by the company to protect its long-term corporate interests and enhance its reputation.

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Approach Gardens (equipment & lunch with volunteers)	Donation	London	3	1,198.58
Big Cities Bright Futures	Sponsoring	London	1,3	4,817.00

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Förderverein Deutsche Akademie für Sprache und Dichtung	Membership	Frankfurt	1	500.00
Frankfurter Kultur Komitee	Membership	Frankfurt	1	3,000.00
Freunde der Schirn Kunsthalle	Membership	Frankfurt	1	2,500.00
Freunde des Museums für Moderne Kunst	Membership	Frankfurt	1	5,050.00
Gesellschaft der Freunde und Förderer der HfMDK	Membership	Frankfurt	1	500.00
Gesellschaft für Unternehmensgeschichte	Membership	Frankfurt	1	500.00
Kiron Open Higher Education	Sponsoring	Berlin	1,3	10,000.00
Philharmonie Luxemburg	Sponsoring	Luxembourg	1	10,000.00
Social Day Frankfurt (Malteser Hilfsdienst e.V.)	Donation	Frankfurt	3	5,350.00
Social Day London (Approach Gardens)	Donation	London	1,3	417.70
Städel Museum / Städelsches Kunstinstitut und Städtische Galerie	Sponsoring	Frankfurt	1	750,000.00
Städelscher Museums-Verein e.V.	Membership	Frankfurt	1	3,000.00
Spent total in EUR				**796,833.28**

C. Commercial Initiatives

A commercial initiative is a business-related activity in the community, usually undertaken by commercial departments to directly support the success of the company, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organisations.

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Bundesverband der Börsenvereine an deutschen Hochschulen	Sponsoring	Mannheim	1	5,450.00
Center for Financial Studies Goethe-Universität Frankfurt	Membership	Frankfurt	1	7,500.00
Center for Management Studies JLU Gießen	Sponsoring	Gießen	1	1,500.00
Corporate Governance Institute Frankfurt School of Finance & Management	Sponsoring	Frankfurt	1	25,000.00
E-Finance Lab Goethe-Universität Frankfurt	Membership	Frankfurt	1	100,000.00
Eintracht Frankfurt	Sponsoring	Frankfurt	1,3	500,000.00
Fakultät für BWL Universität Hamburg	Sponsoring	Hamburg	1	80,000.00
Forschungsgesellschaft Energie (FGE) RWTH Aachen	Sponsoring	Aachen	1	2,050.00
Frankfurter Patronatsverein	Membership + Donation	Frankfurt	1	3,500.00
Goethe Finance Association	Sponsoring	Frankfurt	1	2,500.00
Hochschule für Gestaltung Offenbach	Sponsoring	Offenbach	1	2,500.00
Institute for Law & Finance Goethe-Universität Frankfurt	Sponsoring	Frankfurt	1	15,000.00

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Kronberg Academy Stiftung (Casals Forum)	Donation	Kronberg	1	500,000.00
Luxembourg Times BusinessRun	Donation	Luxembourg	2	6,621.07
Rheingau Musik Festival 2021 & Premium Project Partnership	Sponsoring	Oestrich-Winkel	1	150,000.00
Spent total in EUR				**1,401,621.07**