

Corporate Engagement

2024 Report

21 March 2025

Table of contents

1.	Introduction	1
2.	Executive summary	2
3.	Financial overview	2
4.	Highlights	3
4.1	Personal engagement	3
4.1.1	Social Days.....	3
4.1.2	Mentorship	4
4.1.3	Deutsche Börse Group Hoodie Charity	5
4.2	Trading Charity	5
4.3	Lighthouse projects	5
4.3.1	Städel Museum.....	5
4.3.2	SCHIRN KUNSTHALLE FRANKFURT (exhibition partnership)	6
4.3.3	Mudam.....	6
4.3.4	Love Family Park.....	6
4.4	Global CE initiatives	6
5.	Outlook	7
Appendix		
A.	Charitable donations.....	8
B.	Community investments	14
C.	Commercial initiatives.....	16

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 and the communities we operate in. Any corporate engagement activity is a statement that can shape both the external and internal perception of Deutsche Börse Group, which is critical to the confidence of customers, shareholders, and staff in the company.

With the Corporate Engagement Guideline (former 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 Guideline of Deutsche Börse Group.

In this report, we will summarize the official corporate engagement activities of Deutsche Börse Group in 2024 that were either conducted or approved by Group Communications & Marketing.

2. Executive summary

- The corporate engagement program of Deutsche Börse Group included charitable donations, community investments and commercial initiatives of a total amount of €1,633,005.00. Further details are shown in the following chapters and the appendix.
- We continued large-scale, multi-year sponsorships in the area of culture – such as the Städel Museum or the Deutsche Börse Photography Foundation – and explored new relationships and sponsorships, including the Contemporary Art Museum of Luxembourg (Mudam), and the Love Family Park music festival in Frankfurt. Additionally, our corporate responsibility program included projects at our locations with the focus on digital and financial education. Community events, such as our Social Days at different locations and various possibilities within mentoring programs, continued to enable and encourage our colleagues around the globe to get personally involved and to strengthen their team spirit.
- The Deutsche Börse Photography Foundation is responsible for managing and supervising all activities of the Group that pertain to the Art Collection Deutsche Börse. Being an independent non-profit organization, 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 2,400 works by around 170 artists from 38 nations is presented in most office spaces of the Group. Information on the Foundation and its program [can be found here](#).

3. Financial overview

Year	Spent total in EUR
2021	2,495,256.51
2022	2,653,569.25
2023	1,281,671.73
2024	1,633,005.00

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 our colleagues' personal engagement a particularly valuable element of our engagement because it creates opportunities for mutual exchange and learning. As it has become a cherished tradition, we organized 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.

Our colleagues from the Luxembourg office beautified the outdoor areas of the SOS Children's Village Kannerduerf Lëtzebuerg in Luxembourg (Mersch) and the SOS Children's Village Merzig/Saar. They planted hedges, built a sandpit, framed streetlamps with cobblestones, planted flowers, weeded, and laid the foundations for a container.

A group of colleagues in London volunteered in various projects to give back to society. They sorted donations for the homeless at the Whitechapel Mission, distributed surplus food at the Felix Project, gardened and tidied at Approach Gardens, cared for animals at Mudchute Farm, and wrapped Christmas presents for the elderly at the Eastend Community Foundation.

In Cork, employees volunteered at many events throughout the year to create awareness and raise funds for their local charity partners Cork Simon Community and Cork University Maternity Hospital Neonatal Family Sanctum Appeal. For example, they teamed up for charity runs and walks, spinathons, bake sales.

In Singapore, colleagues spent a day cleaning up a beach in collaboration with the Green Nudge organization to reduce marine pollution and promote environmental sustainability. In appreciation of our efforts, ten mangrove seedlings have been planted to absorb carbon emissions.

Colleagues in Hong Kong volunteered at the People Service Centre, an organization that supports elderly individuals and families in need. They participated in packing goodie bags filled with essential items such as rice, oil, noodles, dish soap, and more. These bags were then distributed to those in need.

In Chicago, colleagues spent a day volunteering at the Greater Chicago Food Depository. They repackaged food donations into smaller packages for distribution to food pantries, soup kitchens and needy families in the Chicago area.

In Prague, many colleagues volunteered for charitable causes and various organizations throughout the year. At the St Claire's winery in Troja, for example, they helped prune the vines. Another team helped to beautify the garden for the retirement home Domov pro seniory Chodov. At the psychiatric hospital in Bohnice, colleagues helped with gardening in the hospital garden, where the vegetables produced are served to the patients in the hospital canteen.

Corporate Engagement

2024 CE Report

Highlights

Our colleagues in New York stepped forward and put their efforts together at the West Side Campaign Against Hunger to distribute food to people in need.

In Zurich, a group of dedicated employees participated in the first Social Day in Switzerland at the Hummel organic farm. They cut back larger shrubs and small trees, collected and stacked them, and spent time repairing paths, small watercourses and drains. Through these activities, the team gained valuable insights into the preservation of nature.

Colleagues from the Leipzig office spent their annual Social Day as a large team event by supporting social and sustainable non-profit organizations and discussing diversity in workshops at 22 locations throughout Leipzig.

In Eschborn/Frankfurt, we teamed up once again with Malteser in Germany for our annual Social Day in September. Colleagues supported three day care centers by painting, beautifying, and remodeling outside leisure areas. Furthermore, they helped to digitalize a school library.

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.

In addition to the corporate engagement activities of Deutsche Börse Group, there is an incredible personal engagement of our colleagues who regularly invest their time, energy, and own money into charitable initiatives, and show great commitment when it comes to supporting those in need.

We will continue to support and coordinate initiatives that create opportunities for our colleagues to engage themselves – for example by donating Christmas presents or school supplies for children in need, raising awareness for the homeless, performing sports activities for a good cause, taking care of community areas, or donating food at times of unprecedented price increases affecting many people.

4.1.2 Mentorship

We continued our partnerships in two of our locations to organize and execute mentorship and internship programs. By providing time and expertise, we contribute to facilitating access to knowledge to those who face greater barriers due to their socio-economic or cultural backgrounds.

In 2024, we accommodated 15 young students for a four-week volunteer mentoring program with Future Frontiers, an education and social-mobility charity supporting disadvantaged young people thereby advancing their social mobility. During the program, the students were supported by 15 volunteer coaches from our London office. Our colleagues helped the students discover their strengths and interests, navigate through career choices, and connect with people working in the sector they strive to work in. At our Cork location, we launched a Student Mentoring Program in partnership with Business in the Community Ireland for 2024/2025. Every 5th year student has been paired with a mentor whom they started meeting in October 2024 over the course of six months. During these meetings, they discuss a wide range of topics including careers, college courses, and life after school. The aim of the Mentoring Programme

is to encourage students to stay in school, promote their self-esteem, and develop their awareness of the workplace. This type of engagement will be carried on in 2025.

4.1.3 Deutsche Börse Group Hoodie Charity

In 2022, we launched the internal “Deutsche Börse Group hoodie online shop” for our colleagues Group-wide to purchase our exclusive Deutsche Börse Group (DBG) hoodie. As promised, the revenues generated were donated to charitable organizations, providing warm clothes and other support to people in need. We doubled the proceeds from the sale in 2024 and rounded the donation up to a total of €10,000. This amount was donated to UNICEF’s Winter Aid 2024 project “No child should be left in the cold”, which helps children and families in crisis areas such as Ukraine, Afghanistan, Syria, and Gaza to survive the cold winter months.

4.2 Trading Charity

The Trading Charity at Börse Frankfurt just before Christmas is a long-cherished tradition by now. In 2024, Deutsche Börse and the eight securities trading banks ([specialists](#)) on the Frankfurt trading floor raised a sum of €100,000.00 of which Deutsche Börse donated €55,000.00 to the Frankfurter Stiftung für krebskranke Kinder. The securities trading banks donated the remaining sum to two further German charitable organizations.

4.3 Lighthouse projects

4.3.1 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 entered a partnership with the Städel Museum in Frankfurt in 2021. Originally established for a four-year term, the partnership was renewed for an additional four years at the end of 2024. The museum’s collection provides an almost complete overview of 700 years of European art history.

Through our partnership with the Städel Museum in Frankfurt, we aim to raise awareness in the field of education and about our cultural heritage. All our colleagues globally are invited to actively participate in this partnership with special formats, e.g. virtual guided tours, and free access to the museum’s collection. In 2024, we have intensified our cooperation on occasion of the major exhibition “Rembrandt’s Amsterdam. Golden Times?” (winter 2024/2025) by sponsoring the Digital@ – a multimedia course which accompanied the exhibition and is permanently available on the Städel’s website.

Corporate Engagement

2024 CE Report

Highlights

4.3.2 SCHIRN KUNSTHALLE FRANKFURT (exhibition partnership)

In addition to our long-term commitment to the Städel Museum and being a corporate member of the “SCHIRN Friends”, Deutsche Börse Group became exhibition partner of the major interdisciplinary exhibition “The Culture: Hip Hop and Contemporary Art in the 21st Century” at the SCHIRN. The exhibition highlighted hip hop’s economic, social, and cultural resources that have made hip hop a global phenomenon and established it as the artistic canon of our time. This sponsorship aligns with Deutsche Börse Group’s commitment to promoting art and history in various forms as part of our cultural heritage.

In addition to free access to the exhibition, we organized various activities, such as guided tours and raffles in digital formats, enabling our global staff to take part.

4.3.3 Mudam

The Contemporary Art Museum of Luxembourg (Mudam) is part part of Deutsche Börse Group’s museum cooperations. Mudam was opened in 2006 and houses a collection of over 700 works by more than 250 artists from around the globe. It aims to serve as a reference museum for contemporary art and to be an iconic museum for Luxembourg in terms of artistic and cultural excellence. In 2024, Clearstream entered a partnership with Mudam Luxembourg. The promotion of art and culture lies at the heart of Clearstream’s role as a corporate citizen, and this partnership added a new dimension to Clearstream’s corporate engagement in Luxembourg. As part of this partnership, all Deutsche Börse Group employees enjoy free admission to Mudam exhibitions, access to guided tours and artistic workshops, discounts on Mudam’s educational programs for both children and adults, and numerous other benefits.

4.3.4 Love Family Park

In August 2024, we sponsored the 25th edition of the Love Family Park festival in Frankfurt for the first time. As the biggest and most renowned electronic music festival in and around Frankfurt, it added a great dimension to our corporate engagement in promoting arts and culture in all its various forms. Through a ticket raffle, our employees had the chance to win tickets to join the festival. We also had a presence on-site with a Deutsche Börse-branded tent, where guests could enjoy coffee, ice cream, and a space to relax.

For the first time in the festival’s history, the event took place over a whole weekend. On 3 and 4 August 2024, 20,000 people from around the world gathered in Rebstockpark to celebrate electronic music. The event featured an impressive line-up of renowned DJs and promising newcomers.

4.4 Global CE initiatives

As a globally operating company, it is important to us to bring our corporate engagement to the communities where our employees live and work. Throughout the year, we have been involved in numerous local activities that reflect our commitment to these communities. Towards the end of 2024, we were able to allocate a significant amount of €250,000 to strengthen social cohesion

Corporate Engagement

2024 CE Report

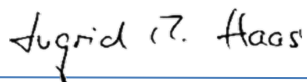
Outlook

and promote financial and digital education. This substantial contribution was distributed based on the size of each location, ensuring that the support was proportional and impactful. All donations were proudly made on behalf of our colleagues at the individual locations and our entire One Global Team. These initiatives not only highlight our dedication to making a positive difference but also showcase the collective effort and spirit of our workforce.

5. Outlook

Our ambition for 2025 is to further enhance the coherence and quality of the Group-wide portfolio of corporate engagement activities and to continue fostering the exceptional personal engagement of our colleagues around the globe.

Deutsche Börse Group is an internationally operating provider of market infrastructure. Therefore, we focus on aligning our corporate engagement portfolio more closely with our core competencies and engaging in meaningful and long-term commitments at our global locations. As part of our ongoing efforts to make a positive impact, we will continue to support initiatives that align with our core values and competencies. In 2025, we intend to focus on projects that generate strong, sustainable effects in relation to this strategic impulse, targeted at fostering digital and financial education, and social cohesion by promoting democratic values.



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Corporate Engagement**2024 CE Report****Appendix****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 labeled as falling into one or more of our areas of engagement: (1) "Education and culture", (2) "Social cohesion" and (3) "Sports". All payments made in currencies other than euro were converted into euro for the purpose of this report ([source](#)). For payments made in euros to foreign countries, the actual amount received after taxes and bank charges may be given in brackets after the euro amount.

A. Charitable donations

A charitable donation is a one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, 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 engagement	Spent in EUR
1. JC Samurai Offenbach 1953 e. V.	Donation	Heusenstamm	Year-end charity	2	5,000.00
aktion Luftsprung Stipendium	Donation	Hofheim am Taunus	One-time request	2	6,000.00
Bärenherz Stiftung (Bärenherz Kinderhospiz Wiesbaden)	Donation	Wiesbaden	Year-end charity	2	10,000.00
Bildungsstätte Anne Frank e. V.	Donation	Frankfurt	Global CE initiatives	2	8,000.00
Black Dog Institute	Donation	Randwick	Global CE initiatives	2	3,125.00
Breakfaststory s.r.o.	Donation	Prague	Global CE initiatives	2	16,670.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engagement	Spent in EUR
Bündnis Ökonomische Bildung Deutschland e. V. – Kongress 2024	Donation	Düsseldorf	Recurring	1	5,000.00
Bündnis Ökonomische Bildung Deutschland e. V.	Donation	Düsseldorf	Global CE initiatives	1	10,000.00
Business in the Community Ireland – Student Mentoring program	Donation	Cork	One-time request	2	1,800.00
Business in the Community – Time to Count	Donation	Cork	One-time request	1	3,100.00
Cerebral Palsy Alliance Singapore	Donation	Singapore	Global CE initiatives	2	4,170.00
Cork LGBTQ+ Pride Festival CLG	Donation	Cork	Recurring	2	5,000.00
Cork Simon Community	Donation	Cork	Global CE initiatives	2	12,500.00
Cork University Hospital – Neonatal Family Sanctum Appeal	Donation	Cork	Global CE initiatives	2	12,500.00
cosmopop GmbH – Love Family Park	Sponsoring	Frankfurt	One-time request	1	26,000.00
Creative Change e. V.	Donation	Frankfurt	Global CE initiatives	2	8,000.00
Croix-Rouge luxembourgeoise – “Epiceries Sociales”	Donation	Luxembourg	Global CE initiatives	2	16,670.00
Deutsches Komitee für UNICEF e. V. –	Donation	Köln	DBG Hoodie Charity	2	6,400.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engagement	Spent in EUR
"No child should be left in the cold"					
East End Community Foundation	Donation	London	Global CE initiatives	2	2,995.00
Elly-Heuss-Knapp Stiftung – Deutsches Müttergenesungswerk (Ortsausschuss Frankfurt)	Donation	Frankfurt	Global CE initiatives	2	3,000.00
Fondation Lëtzebuerger Kannerduerf (SOS Village d'Enfants Luxembourg)	Donation	Mersch	Global CE initiatives	2	16,670.00
Frankfurter Kultur Komitee e. V. – Euro-Skulptur	Donation	Frankfurt	Year-end charity	1	3,000.00
Frankfurter Stiftung für krebskranke Kinder	Donation	Frankfurt	Trading Charity 2024	2	55,000.00
Freundeskreis ARCHE Frankfurt am Main e. V.	Donation	Frankfurt	Recurring	2	35,000.00
Future Frontiers	Donation	London	Global CE initiatives	2	9,505.00
Geldlehrer e. V.	Donation	Bad Abbach	Global CE initiatives	1	10,000.00
Glyph Community Limited	Donation	Singapore	Global CE initiatives	2	4,170.00
Greater Chicago Food Depository	Donation	Chicago	Global CE initiatives	2	6,250.00
Green Nudge Strategies Pte. Ltd. – beach clean-up	Donation	Singapore	Recurring	2	1,459.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engagement	Spent in EUR
Guides et Scouts d'Arlon	Donation	Arlon	Recurring	2	500.00
Hochschule für Musik und Darstellende Kunst Frankfurt–Schulprojekt Response	Sponsoring	Frankfurt	One-time request	1	15,000.00
Hong Kong Blind Union	Donation	Hong Kong	Global CE initiatives	2	2,000.00
Institut der deutschen Wirtschaft Köln JUNIOR gGmbH	Donation	Köln	Global CE initiatives	1	10,000.00
Irish Guide Dogs for the Blind	Donation	Cork	One-time request	2	500.00
Johann Wolfgang Goethe-Universität Frankfurt am Main – Deutschlandstipendium	Donation	Frankfurt	Recurring	1	9,000.00
Karl Kübel Stiftung für Kind und Familie – Drop In(klusive)	Donation	Bensheim	One-time request	2	750.00
KiO Kinderhilfe Organtransplantation – Sportler für Organspende e. V.	Donation	Frankfurt	Year-end charity	2	10,000.00
Kronberg Academy Stiftung – Casals Forum	Donation	Kronberg	Year-end charity	1	150,000.00
Munster Technological University – Cork Campus Student GAA Club	Sponsoring	Cork	Recurring	3	25,000.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engagement	Spent in EUR
Nadační fond Pride Business Forum	Donation	Prague	Global CE initiatives	2	16,670.00
Nadání a dovednosti o.p.s.	Donation	Prague	Global CE initiatives	2	16,670.00
National Parks Board – tree-planting session	Donation, Personal engagement	Singapore	Social Day	2	4,224.00
People Service Centre Limited	Donation	Hong Kong	Global CE initiatives	2	2,250.00
Plan International Deutschland e. V. – Girls' fund	Donation	Hamburg	Global CE initiatives	2	2,500.00
Rare Disorders Society (Singapore)	Donation	Singapore	Global CE initiatives	2	4,170.00
Society For Community Organization Limited	Donation	Hong Kong	Global CE initiatives	2	2,000.00
SOS-Kinderdorf Saar	Donation	Merzig	Global CE initiatives	2	16,670.00
Stifterverband für die Deutsche Wissenschaft e. V.	Donation	Essen	One-time request	1	10,000.00
Stiftung Behindertenwerk St. Jakob	Donation	Zurich	Global CE initiatives	2	3,125.00
Stiftung Kind und Autismus	Donation	Urdorf	Global CE initiatives	2	3,125.00
StreetAngel e. V.	Donation	Frankfurt	Global CE initiatives	2	8,000.00
Stützende Hände e. V.	Donation	Frankfurt	Global CE initiatives	2	8,000.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Specific occasion or one-time request	Area of engagement	Spent in EUR
Tafel Hessen e. V.	Donation	Wetzlar	Global CE initiatives	2	10,000.00
The Fred Hollows Foundation	Donation	Sydney	Global CE initiatives	2	3,125.00
West Side Campaign Against Hunger	Donation	New York	One-time-request	2	4,692.00
Spent total in EUR					644,955.00

Corporate Engagement**2024 CE Report****Appendix****B. Community investments**

A community investment is a long-term strategic involvement in community organizations, 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
Bündnis Ökonomische Bildung Deutschland e. V.	Membership	Düsseldorf	1	15,000.00
Frankfurter Kultur Komitee e. V. (Sponsorentafel 2024)	Membership	Frankfurt	1	5,000.00
Freunde der SCHIRN KUNSTHALLE FRANKFURT e. V.	Membership	Frankfurt	1	5,000.00
Freunde des Museums für Moderne Kunst e. V.	Membership	Frankfurt	1	5,050.00
Freunde und Förderer der Deutschen Akademie für Sprache und Dichtung e. V.	Membership	Darmstadt	1	500.00
Gesellschaft der Freunde und Förderer der Hochschule für Musik und Darstellende Kunst Frankfurt am Main e. V.	Membership	Frankfurt	1	1,000.00
Gesellschaft für Unternehmensgeschichte e. V.	Membership	Frankfurt	1	500.00
Luxembourg Philharmonic Orchestra Academy	Sponsoring	Luxembourg	1	20,000.00
Social Day Frankfurt Malteser Hilfsdienst e. V.	Donation	Frankfurt	2	5,000.00

Corporate Engagement**2024 CE Report****Appendix**

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Max-Planck-Gesellschaft zur Förderung der Wissenschaften e. V.	Membership	München	2	500.00
Contemporary Art Museum of Luxembourg (Mudam)	Sponsoring	Luxembourg	1	50,000.00
“The Culture. Hip Hop and Contemporary Art in the 21st Century” exhibition (Schirn Kunsthalle Frankfurt am Main GmbH)	Sponsoring	Frankfurt	1	75,000.00
Städelscher Museums-Verein e. V.	Membership	Frankfurt	1	3,000.00
“Rembrandt’s Amsterdam. Golden Times?” exhibition (Städelsches Kunstinstitut und Städtische Galerie)	Sponsoring	Frankfurt	1	25,000.00
Städel Museum (Städelsches Kunstinstitut und Städtische Galerie)	Sponsoring	Frankfurt	1	750,000.00
Spent total in EUR				960,550.00

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 organizations.

Initiative	Instrument	Location	Area of engagement	Spent in EUR
Frankfurter Patronatsverein für die Städtischen Bühnen e. V.	Membership + Donation	Frankfurt	1	3,500.00
Arthur F. Burns Fellowship (Internationale Journalisten-Programme e. V.)	Donation	Frankfurt	1	8,000.00
Night of the Museums (k/c/e Marketing GmbH)	Sponsoring	Frankfurt	1	16,000.00
Spent total in EUR				27,500.00