

Corporate Responsibility Corporate Citizenship Guidelines

Corporate responsibility – corporate citizenship

Companies have to assume responsibility for the social environment in which they operate. We at Deutsche Börse Group see corporate responsibility (CR) as an ongoing commitment towards our employees, our customers and investors, the environment and society. As part of this society, we take corporate responsibility seriously and bring it to life. We want to move more than just cash flows and make a point of taking social, corporate and ecological aspects into account when implementing our business objectives. Our efforts are focused on four main areas: our employees, the economy, the environment and corporate citizenship. In this guideline, which has been adopted by the Management Board of Deutsche Börse Group, we define the basic principles for selecting our activities in the area of corporate citizenship.

Our commitment to corporate citizenship

Our commitment to **corporate citizenship** centers on the areas of **education and research, culture and social projects**.

We want to ensure that our operations have a clear focus and that our commitment is in line with our CR strategy. The Corporate Responsibility unit is responsible for selecting, supporting and evaluating projects together with the appropriate departments. Our activities are guided by the following four criteria:

- **Sustainability:** We always strive to act with a view to the long term, responsibly and in awareness of the potential consequences. We also want our activities to be as verifiable and measurable as possible.
 - **Ultimate professionalism and quality:** We are active promoters, i.e. we develop our own ideas and we purposefully look for points of reference for new projects and new ways of demonstrating our commitment. We only work with qualified institutions and partners as a matter of principle. In the selection process, quality comes before quantity.
 - **Focus on locations:** Our locations play a vital role in selecting suitable activities. As part of our involvement, we are committed to improving our immediate economic and social environment.
 - **Personal involvement:** The degree to which our employees can relate to our activities is an important aspect in the selection process. This means that we give priority to projects that allow our employees to get involved themselves or that can be designed so that our employees can participate directly.
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Areas of involvement: Education and research, culture, and social projects

We concentrate our corporate citizenship efforts on the following three areas of involvement and on the focal points described in them.

Education and science

Definition

We are convinced that people never stop learning, and therefore support projects that deal specifically with education, from primary school to university. Our employees are personally involved in the area of education and research to a high degree, giving young people the opportunity to learn from their experience and know-how.

Focal points

We support universities, faculties and research projects with a focus on finance and capital markets. In addition, we promote innovative training concepts and scientific projects that are relevant for the entire Deutsche Börse Group.

Background

We attach great importance to assuming responsibility for training young people as well as investing in school and academic research and teaching together with the respective educational institutions. To achieve this, we use the disseminating function of university departments for financial and economic sciences. In return, some offer us the opportunity to use their training programs for our own staff.

Culture

Definition

As part of our efforts to promote culture, we support various institutions and projects that deal with or present fine arts and music.

Focal points

Our commitment to the arts is focused on contemporary photography. We support exhibition projects with contemporary photographers and help to develop young art photographers who are just starting out in their careers.

The second focal point of our cultural commitment is on contemporary and classical music.

Background

Contemporary photography is an obvious choice for Deutsche Börse Group, as both can be described in much the same terms: young, dynamic, innovative, and forward-thinking. But we are committed to sponsoring contemporary photography for another significant reason: it enables us to add to our own collection of photographic art and thus capture a number of synergies.

The main focus of our commitment to music is on concerts with young musicians, which we try to make accessible to a younger audience. In Luxembourg, too, we make a particular effort to support talented young classical musicians.

Social projects

Definition

Whether through the active involvement of our employees or financially through sponsoring activities and donations, we support selected social institutions and relief projects in Germany and beyond in an unbureaucratic way. In doing this, we aim to improve the future prospects of young people.

Focal points

We support projects with which we can offer disadvantaged children and young people the hope of a better future.

Background

The social framework and the relationship between the state, the economy, and society are at a turning point. The involvement of companies in social issues and their contribution to solving problems in society are becoming increasingly important. We firmly believe that our involvement in the community is a necessary addition to social security provided by the state. To this end, we not only offer our support in the form of classical donations; our employees also provide their labor and their expertise.

Instruments: Sponsoring, memberships, donations, personal involvement

We make use of instruments such as **sponsoring, memberships, donations, and personal involvement** in all three areas of our social commitment.

Sponsoring

Definition

In our view, sponsoring means systematically supporting organizations or events in the areas in which we are involved or in the media through cash and non-cash benefits as well as services with the aim of fulfilling marketing and communication objectives. We use sponsoring to address specific target groups. We make a point of ensuring that this is always a mutual agreement, in which the services provided by both partners are clearly defined in advance and are specified in a sponsoring contract, approved by our Legal department, or another written form.

Guidelines

Sponsoring is particularly effective when it is geared to the medium to long-term and is incorporated in Deutsche Börse Group's overall corporate communication. The following guidelines ensure that the Group's sponsoring activities are implemented successfully:

- The projects selected must be in line with the focal points defined for corporate citizenship, i.e. the projects must fit in with our company, our goals and structures. Existing projects should be supplemented in a way that makes sense.
 - Our company should be the title or main sponsor in the projects we support. We promote institutions or events, but not individuals.
 - To ensure adequate visibility, the number of additional sponsors in each project should be as small as possible.
 - If other sponsors are involved, their image should fit in with that of Deutsche Börse Group. The participation of direct competitors as co-sponsors should be avoided as far as possible.
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Memberships

Definition

As an important corporate citizenship instrument, Deutsche Börse Group supports various initiatives and institutions in the form of memberships. Memberships should be relevant for the entire Deutsche Börse Group.

Guidelines

- A membership is only possible if it can be allocated to one of the Group's three areas of social involvement.
 - Membership in an association that Deutsche Börse Group supports should be anchored in a body of rules and regulations.
 - Memberships can be geared to the long term, but the contracts must be flexible.
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Donations

Definition

Donations include cash and non-cash benefits for charitable purposes and for projects in our areas of involvement.

Guidelines

A donation makes sense when the funds provided directly benefit the target group for which they are intended. The following criteria are applied when selecting projects for donations:

- Only projects in the defined areas are supported.
 - We do not support individuals.
 - The projects should be non-profit-making.
 - We only support projects that are carried out together with registered associations or recognized social institutions where we can be sure that the funds provided benefit the project “one to one”.
 - Donations to political parties or to religious institutions are not permitted.
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Personal involvement

Definition

We define personal involvement as the personal and voluntary commitment of our employees, often with the company's backing, to charitable organizations and projects in the areas that we support. We want to motivate our staff to assume their responsibility to society. For this reason, we support various projects in the area of corporate citizenship at our major locations through community involvement.

Guideline

In selected CR projects (e.g. Social Day) initiated by the Corporate Responsibility unit, employees are released from their normal duties with the agreement of Human Resources and the respective department to enable them to carry out community work.
