

**DRIV**



**SOCIAL IMPACT REPORT**



Welcome!

## Dear Friends, Partner Organizations, and Champions of DRW Community Investment -

I am delighted to present to you DRW's 2024 Social Impact Report. In 2024, we celebrated 20 years of DRW's philanthropic giving. Over the last two decades, as our firm has expanded to new markets, diversified our business, and rapidly grown in size, our organizational commitment to pursuing positive change and making an impact has remained steadfast.

At DRW, we are a team of innovative and ambitious individuals who use the power of free markets to solve challenging problems, capture opportunities, and pursue positive change. We bring this same mindset to our philanthropic efforts by supporting nonprofit organizations that promote growth, strengthen communities, and create lasting impact.

We understand that investing in communities is not just about providing resources; it's about fostering transformative economic growth and stability. When we invest in education, career readiness, and opportunities in historically disinvested areas, we seek to disrupt systemic barriers so that individuals are given the space and resources to achieve their full potential. This, in turn, stimulates local economies, creating a ripple effect of prosperity and development. Thriving economies lead to stronger, more resilient communities, which is why this work is so important to DRW.

Our Community Investment team has partnered with organizations across several DRW locations to support local initiatives driving impact. None of this would have been possible without the unwavering support and collaboration of our leadership, partners, employees, and community members. Here are just a few highlights you'll read more about in this report:

- Recapping our 2024 Giving Challenge, the most successful in DRW's history
- Launching six multi-year gifts in 2024
- Launching our partnership with Future Frontiers in London
- Investing in the future of AI through a grant with CalTech
- Reducing food waste in Chicago through a partnership with Rescuing Leftover Cuisine

As we look ahead to the remainder of 2025 and beyond, our dedication to investing in education and workforce readiness remains stronger than ever. We are excited about the new opportunities on the horizon and the continued partnership with you to drive meaningful change. Together, we will continue to push boundaries, challenge the status quo, and create a brighter future for all.

Thank you for your ongoing support and commitment to our mission. We invite you to explore the stories, data, and insights within this report and hope you will be as inspired as we are by what we have achieved.



**Monica Grant Cohen**  
Director of Community Investment



A background image showing a pair of hands holding a white paper cup. The image is overlaid with a dark blue grid pattern.

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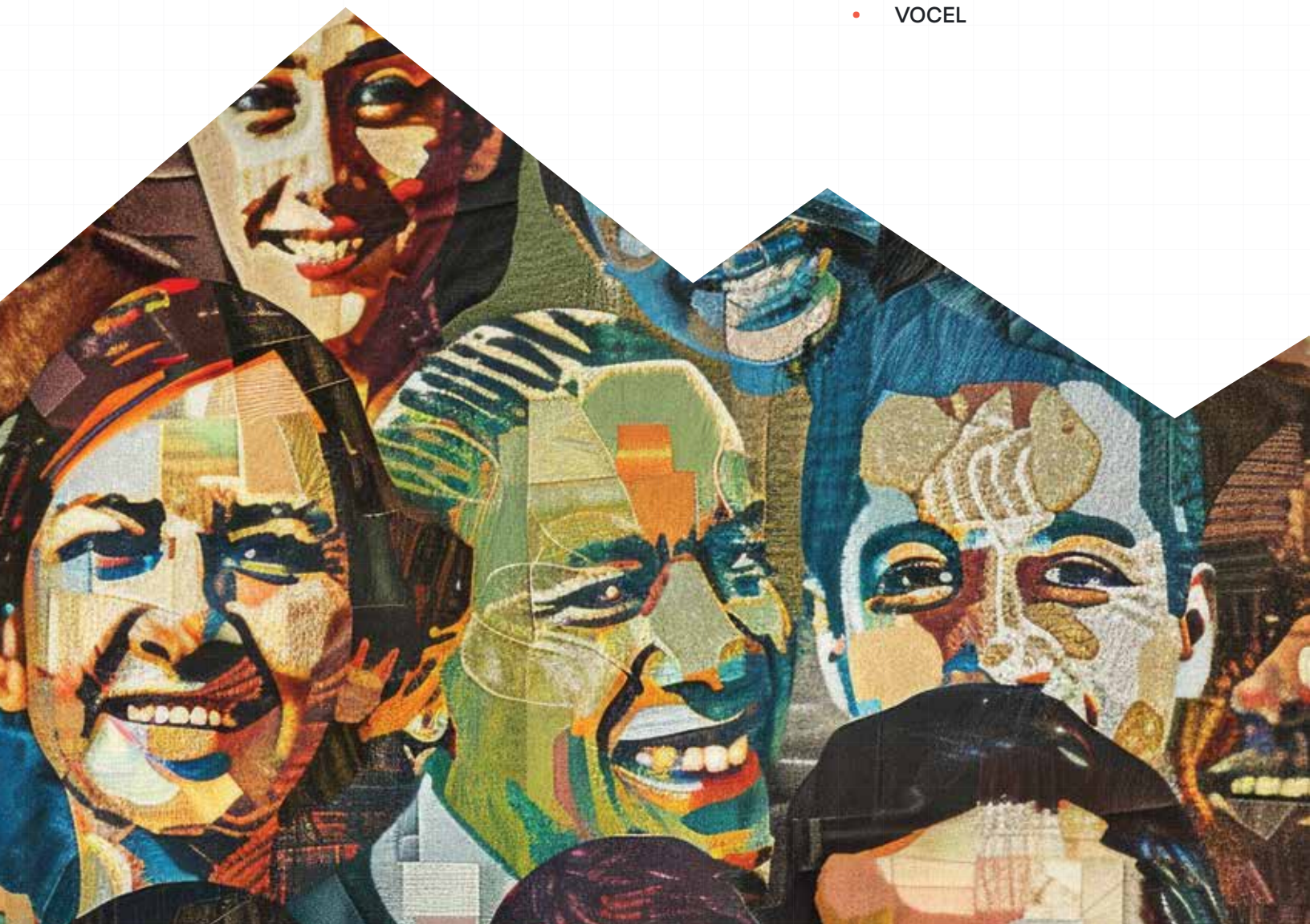
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### Education

At DRW, we cultivate a culture of critical thought; we like solving problems and questioning what we think we know - Education enhances knowledge, critical thinking, and skill development, leading to better career opportunities and higher earning potential for individuals. On a broader scale, education spurs innovation and is vital for solving complex problems and advancing society.

- Beat the Streets Chicago
- Bottom Line\*
- California Institute of Technology\*
- Chicago Scholars
- College Possible
- Kids First Chicago\*
- MetroSquash\*
- Noble DRW College Prep
- OneGoal
- OWLS
- Reading In Motion
- Start Early
- The Bloc\*
- Thrive Scholars
- VOCEL



## Community Resources

Investing in community resources is essential for fostering healthy, vibrant, and resilient communities that can adapt to challenges and thrive in the long term. We believe that a stable and supportive community environment is crucial for individuals to fully benefit from the educational and career development opportunities that we invest in.

- Aspire
- Everytown
- Hyde Park Art Center
- Make Momma Proud
- Neighborhood Boys & Girls Club
- Nourishing Hope
- Open Books
- Resilience
- University of Chicago Financial Education Initiative

## Future Workforce

Investing in career readiness and workforce development is a strategic approach to building a resilient and competent workforce. DRW prioritizes schools and organizations that are preparing diverse youth to pursue careers in finance and tech. At DRW, one of our values is respect – we know our work environment is diverse, and that diversity makes us stronger. We hold our work and each other in high regard, and as a leading trading firm, we believe it is incumbent upon us to invest in the future workforce.

- America Needs You
- Chicago Tech Academy
- Code Platoon
- Code 2 College
- Curt's Cafe
- Future Frontiers
- Greenwood Project\*
- Inspiration Corporation
- Rebuilding Exchange
- TA 98
- The Women's Home

\* Denotes a multi-year investment



### Code Platoon

DRW has forged a meaningful, multi-faceted partnership with Code Platoon for almost ten years. Code Platoon is a nonprofit organization that focuses on transforming veterans and military spouses into tech leaders through intensive coding bootcamps in Full-Stack Software Engineering and Dev Ops/Cloud Engineering. DRW invests time mentoring participants, sharing industry insights, and hosting an apprentice from three platoons each year. To date, DRW has hired 19 apprentices into full-time tech roles across a variety of teams, including Infrastructure Development, Unified Platform, and Marketing & Communications. This partnership celebrates Code Platoon's trailblazing efforts in paving new career pathways for veterans, ensuring they have the skill sets and opportunities to succeed in the civilian workforce.

### Supporting Articles:

[www.codeplatoon.org/category/platoon-pulse/](https://www.codeplatoon.org/category/platoon-pulse/)  
[www.codeplatoon.org/from-bootcamp-to-boardroom/](https://www.codeplatoon.org/from-bootcamp-to-boardroom/)

*"Code Platoon gave me the tools and foundation I needed to break into web development, which was something I had struggled to learn myself previously multiple times. Also, even more than the initial coding skills I learned in the program, the framework for learning I gained there was something that I am still using and building upon almost five years later at DRW. Now, I get excited when facing problems I don't yet know the answer to because Code Platoon set me up to go into those uncertain situations with confidence in my ability to learn."*



**Emma de Silva**

Completed Code Platoon Apprenticeship in 2021 and has been a DRW FTE since completion.



## Greenwood Project

In Summer 2024, DRW hosted two Greenwood Project Scholars as interns within our LRN pipeline. The full LRN Program offers a rotational experience for recent graduates to gain experience on multiple middle and back-office teams which can include Global Trading Operations, Treasury, Risk, Credit, Business Management, Finance, and Project Management. These internship experiences exposed Greenwood Project Scholars to a comprehensive, behind-the-scenes understanding of our trading support functions, setting the stage for them to secure competitive roles post-graduation and thrive in their future careers.



## LEAD Internship

In Summer 2024, DRW's Community Investment team proudly participated in the Cleveland Avenue Foundation for Education (CAFE) LEAD Program, a distinguished Chicago-based initiative that connects college sophomores with impactful internships, nurturing the next generation of change-makers in education and philanthropy. We offer this opportunity exclusively to current participants and alum of DRW Community Investment Partner Organizations, and were thrilled to welcome Micheal Brown, a rising sophomore at Howard and a proud alum of The Bloc, to the firm. Micheal's remarkable contributions during his internship not only made a significant impact at DRW but also earned him the prestigious Diane Fahey Award, an honor bestowed upon the intern who excels both within the CAFE group and their internship placement.

## Technical Apprenticeship Program

This innovative program serves as a powerful re-skilling initiative, offering motivated individuals the chance to pivot into technology careers without needing a traditional 4-year degree or formalized tech background. In partnership with Apprenti, we source exceptional talent in Chicago, focusing on harnessing local potential. With comprehensive training, dedicated mentorship, and exposure to rotations in diverse teams, each apprentice is equipped to excel in full-time tech roles within DRW and the broader tech industry.

## Externships Program

In Spring 2024, DRW hosted 5 college student externs – 4 from Bottom Line and 1 from Noble's Alumni network. These externs participated in group activities together focused on leadership development. 4 Externs received exposure to a variety of mid-office and back-office roles as they shadowed analysts in our Leadership Rotation Network (LRN), and another extern shadowed the Community Investment Team. This experience not only broadened the extern's professional horizons but also underscored DRW's commitment to nurturing future leaders and fostering community engagement.

*"My externship helped me see that finance isn't just about numbers on a screen; it's about strategy, problem-solving, and high-level execution. Realizing that there's a place for people like me in finance was truly game-changing. My time at DRW not only helped me build connections with professionals there and strengthen my resume, but most importantly, it significantly boosted my confidence. I found a space where curiosity was genuinely valued."*

### Affan Leebe

*Bottom Line Extern,  
University of Illinois at Urbana-Champaign '27*

### Noble DRW College Prep

DRW launched a partnership with Noble DRW College Prep in 2012, in 2024, Noble DRW College Prep launched a Ninth Grade Academy model for all students entering their first year. The Ninth Grade Academy involves comprehensive programming to specifically support 9th grade students with their transition from middle to high school. The goal is to provide a smooth transition and prepare ninth grade students for academic and social success, and the academy model is already producing optimistic outcomes, with DRW College Prep performing above Noble network averages on critical academic milestones.



### CalTech Gift

In 2024, DRW launched a \$2 Million investment in Caltech's Division of Physics, Mathematics, and Astronomy significant support to advance machine learning and artificial intelligence. Under the leadership of Sergei Gukov, John D. MacArthur Professor of Theoretical Physics and Mathematics, a team consisting of postdoctoral fellows, research scientists, software engineers, and students aim to achieve breakthroughs in mathematical theory previously deemed beyond human capability. By striving to develop artificial general intelligence that mirrors human intuition and innovation, DRW and Caltech are poised to revolutionize problem-solving across various practical applications. This generous investment not only accelerates current research but also nurtures the next generation of leaders in this transformative, cutting-edge area.

### Global Giving Challenge

DRW's Giving Challenge is an annual initiative where the firm comes together to give back to the communities where we live and work. All DRW employees are eligible to participate by donating to a nonprofit organization of their choice, leveraging DRW's employer match to double their impact. In 2024, over the course of 3 weeks, 39% of DRW employees participated in the 2024 Giving Challenge and raised \$634,899 for 750 charitable organizations worldwide—86% more than last year, making 2024 the most successful Giving Challenge yet!

### Rescuing Leftover Cuisine

DRW launched a partnership with Rescuing Leftover Cuisine to support their mission of reducing food waste and combating hunger. Through this collaboration, DRW actively participates in food rescue operations, redirecting surplus meals to local communities and nonprofit organizations. By nurturing both community resources and sustainable practices, we believe the partnership with RLC is one small step toward building a brighter future where all communities across the city of Chicago have access to food.





## Future Frontiers

In Fall 2024, DRW launched a strategic partnership with Future Frontiers, a London-based education non-profit dedicated to unlocking the potential of students from underrepresented backgrounds through personalized career coaching and mentoring programs. Thirteen DRW employees in the London office- ranging from Traders and Software Engineers to Relationship Managers and Recruiters - served as coaches to fifteen Year 10 students from Nower Hill High School, collectively providing 75 hours of impactful coaching throughout the program. This engagement led to remarkable outcomes, with 93% of participating students agreeing that their career coaches guided them to discover inspirational careers and provided them with a clearer understanding of the steps needed to achieve their ambitions. By leveraging DRW's expertise and unwavering commitment to shaping the future workforce, the partnership with Future Frontiers empowers students with the skills, insights, and confidence necessary to navigate the complexities of today's job market, fostering a more equitable and dynamic workforce for the future.



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*“We are so pleased and impressed by the impact DRW has helped us deliver in the first year of our partnership. Thanks to over 100 hours of volunteer time, more than 30 young people have received tailored support through one-to-one career coaching and an engaging employability skills day. DRW volunteers brought energy, empathy and real-life insight—helping students feel more confident, motivated and clear about their next steps.”*

**Tammy Naidoo**

Senior Business  
Partnerships Manager,  
Future Frontiers





## Testimonials



*Community Investment events provide me with the opportunity to give back while also growing personally and professionally.*

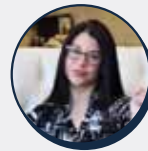


**Marylyn Rogel**

Entry Engineer,  
Chicago



*DRW Community Investment is a purpose driven engagement. We are a force to be reckoned with when collaborating for the community & aligning our business values to improve quality of life.*



**Elizabeth Sosa**

Workplace Manager,  
Houston



*I really enjoy participating in events where I get to engage with the student community as they embark into new journeys like going to college, applying for jobs or starting their professional life. Based on my recollection, these new experiences can feel daunting at their age, so any advise or support we can provide them with can make a world of difference.*



**Diego Guerrero**

Software Engineer,  
Chicago



*Working with the Community Investment Programs has been one of the most rewarding parts of my experience at DRW. Specifically speaking with Chicago's high school and college students and listening to their experiences has brought unique perspective to my understanding of the community. The Community Investment team in partnership with the Foundation is preparing the next era of leadership in Chicago.*



**Brad Bozych**

Real-Time Trader,  
Chicago



# 2024 in Review

**1,081**

Volunteer Hours logged by DRW employees

**\$855,760**

Donated to nonprofits across the globe through our employer match program

**206**

Employees volunteered

**2**

Code Platoon apprentices hosted

**67**

Organizations supported through volunteer efforts

**920**

Nonprofits donated to across the globe

**44%**

Employee participation rate in DRW Employer Match Program (Average employee participation in employer matching gift programs is 10%)

**Source:** America's Charities Corporate Benchmarking Analysis)

**2**

Greenwood Project Scholars hosted in LRN Intern Program

**9**

Virtual Volunteer Opportunities

**\$4,337,670**

In firmwide charitable contributions

**5**

Bottom Line students & Noble Alumni hosted in externships

**25**

In-person volunteer opportunities

**27**

Events sponsored through our employee engagement request process

**\$626**

Average gift made by employee to a nonprofit organization

**1**

Alum hired from the Bloc for a Summer Internship with Community Investment

**4**

Offices with in-person volunteering opportunities

**\$2,666,500**

In Philanthropic Investments across 35 nonprofit organizations through our annual grantmaking process

**90%**

Of DRW's strategic philanthropic giving is invested into organizations related to education and career readiness

**15**

Career Exploration events hosted across the firm for nonprofit partners





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