

Building on Sustainability Transforming Markets

2021 Corporate Sustainability Report

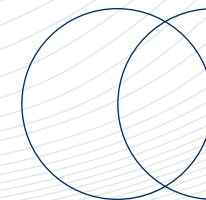


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At Tradeweb, we harness the power of connecting people and technology by creating the most efficient, informed and effective ways to trade. Through innovative, collaborative solutions, we build information and trading networks that have transformed, and are now essential to, the capital markets.

As a purpose-driven company, our overriding goal for Tradeweb and all of our stakeholders—our people, our communities, our trading partners and clients, and our investors—is sustainable growth.



Please consider the environment before printing this report.

We are very pleased to present Tradeweb's Second Annual Corporate Sustainability Report.

When we introduced our inaugural report a year ago, we discussed Tradeweb's ESG (Environmental, Social, and Governance) journey since becoming a public company in 2019. While we've had a 25+ year history as a good corporate citizen, the idea of reporting and measuring ourselves relative to global benchmarks and industry peers on ESG factors was a new prospect entirely. Now, 12 months later, we have learned quite a bit about ourselves and we are proud of how far we have come. We've also identified areas where we can improve as we aspire to build a world-class company. We have continued to strengthen our ESG integration through all facets of our business and operations and we have enhanced our reporting. We are proud to share that journey with you, our valued stakeholders, through this annual sustainability report.

Over the last year we have amplified our efforts to measure our carbon footprint, providing more granular data around our energy usage and informing a strategy for engaging our partners to move toward renewables. We have celebrated the achievements of our employee networks, and expanded our community impact through philanthropic partnerships and volunteerism. The transition to a more technology-driven and interconnected world has proven to be a growth engine for our business, and with that evolution, we have doubled down on our commitment to information security as the foundation of the systems that support our operations.

Our efforts have been recognized by ESG stakeholder groups across the markets, evidenced by Tradeweb's inclusion in the *Morningstar* list of Best ESG Stocks to Own and the *Investor's Business Daily* list of 100 Best ESG Companies. Such recognition is a testament to the work we all do to ensure the highest level of integrity, and to put our best foot forward every day.

I am proud of our team and the way Tradeweb has embraced ESG. We view our role in supporting strong ESG principles, practices, and strategy as core to our everyday business.

Below are some of the highlights we cover in the report, which illustrate just how central ESG has become to all aspects of our business:

- Driving record volumes in green bond trading on Tradeweb, with a 72% increase in CBI-Screened Green Bonds ADV compared to the prior year
- Focusing on improving employee diversity, with a strong increase in female representation among senior leaders and an expanded universe of our partner organizations for diverse hiring at all levels
- Introducing an expansive range and volume of programming through our employee networks, further cultivating an inclusive and accepting workplace that is fertile ground for innovation
- Making a lasting mark on the communities where we live and work through volunteering and philanthropy, and keeping the health and safety of our employees and clients first as we persevered through year two of the global pandemic
- Focusing our efforts on playing a positive role in the future of our planet by exploring ways in which our offices and data centers can move toward renewable energy and seeking viable solutions to reduce our carbon footprint.

One of the most gratifying and important aspects of the past year has been the remarkable engagement of our Board on all things ESG. Our directors are interested, curious and supportive – and they have challenged the management team to make ESG an everyday consideration. Elevating ESG as a priority has made us more transparent and more accountable, along with opening up new opportunities in how we serve our clients and how we attract and retain talent.

I was honored to be named Chairman of the Board in early 2022, and I look forward to this new vantage point in helping Tradeweb on its ESG journey. I know that Billy Hult, who will succeed me as CEO at the start of 2023, is a strong proponent of ESG and the critical role it plays with our clients. I have great confidence in our talented leadership team, especially as our company continues to aim higher when it comes to ESG. I've never been more optimistic about what the future holds for Tradeweb, and our role as a positive contributor to our communities, our markets, the environment, and each other.

Sincerely,



Lee Olesky
Chairman and Chief Executive Officer,
Tradeweb Markets Inc.





Letter from Our President and CEO-Elect

Our business always starts with our clients. From new innovations on our trading platform to insights on market sentiment to strategic decisions on how to grow our business – virtually every move we make is judged against how it will affect our clients. This is how our business has evolved and how our culture of collaboration has become a differentiator for Tradeweb.

That same spirit of partnership has guided the evolution of our ESG strategy, starting with both our commitment to partnering with the Climate Bonds Initiative (CBI) last year, and our decision to utilize their green bond data to ensure our clients have trusted and transparent information when trading green bonds on Tradeweb. Engaging with our global network of clients has also led to informative conversations around their needs when trading ESG-aligned strategies, and the insights garnered from those conversations will continue to guide enhancements to the data and analytics we provide to help keep them moving forward.

We can play a major role in the growth of sustainable investing simply by giving our clients the tools and data they need to accurately identify and access these assets. Our analytics help our clients each day in bolstering their trading and portfolio management strategies, and we strive to continue to be a leader in market-informing data and analytics on sustainable securities trading.

Tradeweb occupies a central position in global markets, enabling us to drive innovation in ways that can make a broad and profound impact. One initiative I am particularly proud of is the Spotlight Dealer Diversity program, which was recently launched following a year of consultation with dealers and buy-side firms. This program makes sense for our business, while also meeting the needs of diverse dealers in electronic trading, providing them visibility on our platform and raising awareness around their capabilities.

As we continue to experience a constant evolution of markets, Tradeweb has embraced the opportunity to innovate, and move our markets forward. Since inception, we have approached our business as a partnership with our clients, focusing on providing transparency, data, and technology that takes trading efficiencies to the next level. We do this now more than ever with a sharp focus on doing well by doing good – letting the drivers be our people, our clients, and our collective future. There's a spirit we have around collaborating with our clients, and that spirit remains at the core of what we do: create more efficient and transparent markets.

Looking forward to the year ahead, I am enthusiastic about what I know we can accomplish as a team here at Tradeweb – to continue to innovate, and to lead our customers through the inflection points, challenges and opportunities ahead.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Hult".

Billy Hult
President and CEO-Elect,
Tradeweb Markets Inc.

About This Report

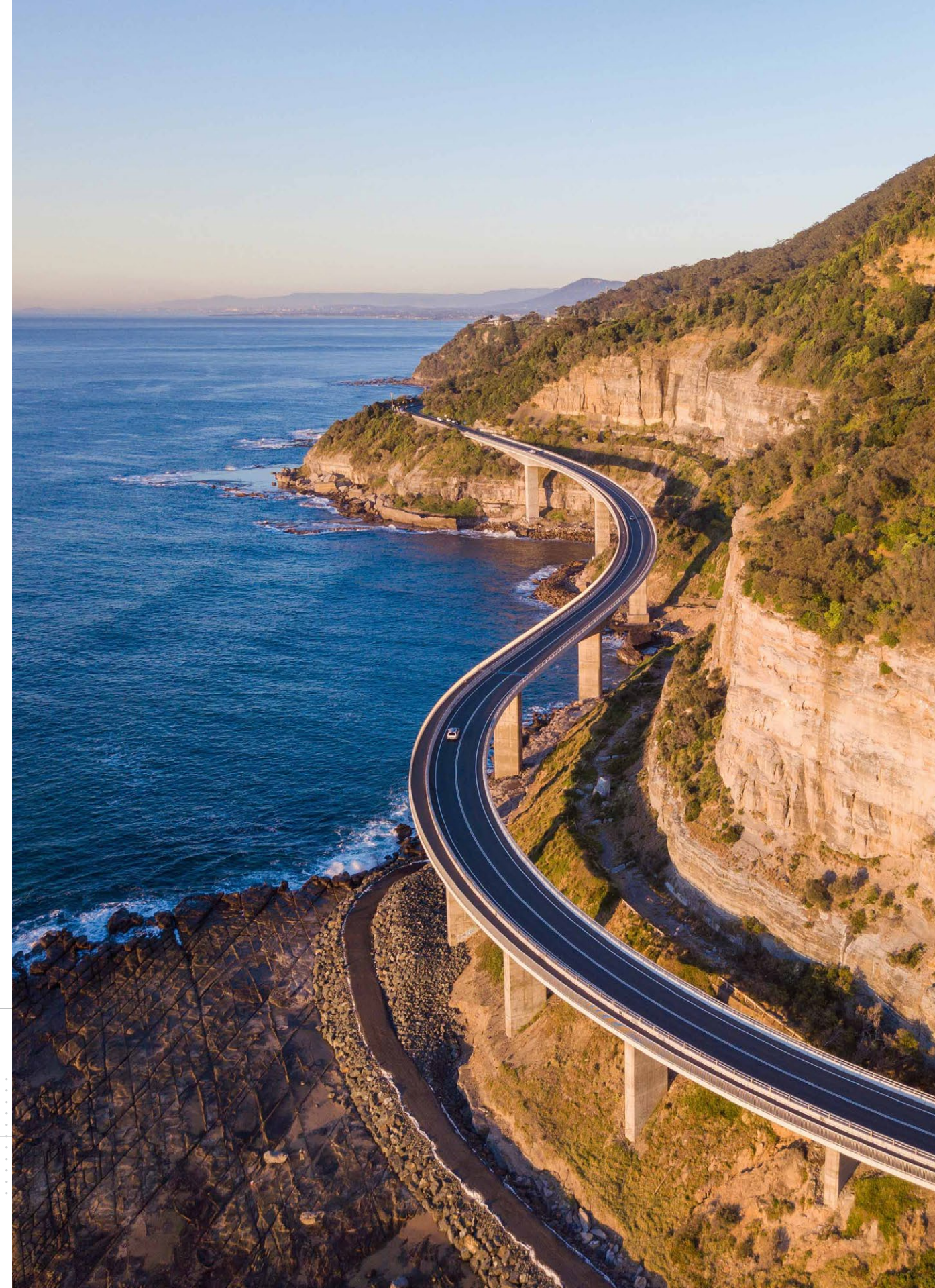
This report represents a view of Tradeweb's ESG progress and performance over the reporting year 2021. The progress represented in this report reflects initiatives that were either started in, or completed in, the 2021 reporting year, and all ESG quantitative metrics are stated as of the end of 2021, unless otherwise noted.

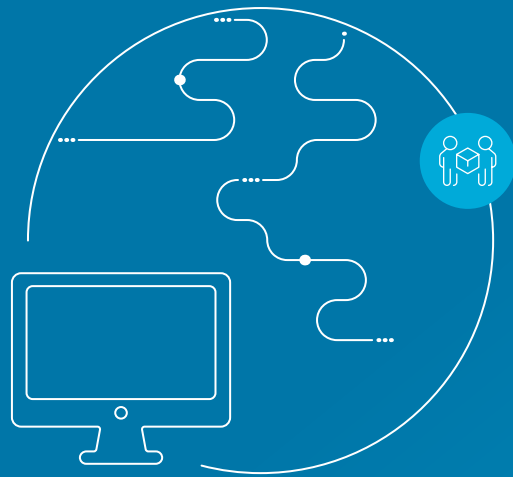
In formulating this report, we evaluated multiple disclosure frameworks and ultimately settled on a blend of metrics that we feel are most relevant to Tradeweb's position at the intersection of financial and technology services. Given this assessment, the report is prepared using SASB standards in our appendix and is prepared in accordance with the GRI Standards: Core Option. The report has referenced the GHG Protocol for our Scope 1–3 emissions disclosure ([see page 28](#)) and presents some environmental information within the four main topic areas in the TCFD (Task Force for Climate-Related Financial Disclosures) guidelines, although a formal, comprehensive TCFD report is not included at this time. As our reporting evolves and is refined over time, we will continue to be transparent in our disclosure of metrics in a way that is digestible by our stakeholders, providing evidence-based, market-informing, and decision-useful information relevant to our business. In this report, Tradeweb discloses the process, results, and analysis of our ESG Materiality Self-Assessment ([see page 15](#)). As of this report we have not engaged with an external party to attest to, or assure, our materiality reporting. References to materiality in this report refer to ESG topics we have identified to be relevant to our business based on our ESG Materiality Self-Assessment. Such references should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or regarding the financial impact of such information.

In this year's report, our second, we have expanded the data sets we are reporting to provide our stakeholders with more granular detail and insights on our ESG progress and performance. Some of those items include:

- a materiality self-assessment
- detailed Scope 1–3 emissions reporting
- additional human capital metrics
- goals for the future
- Risk and Compliance governance structure
- environmental management strategy
- employee engagement statistics
- philanthropic contribution to UN SDGs.

This report discloses information that Tradeweb views to be of substantial interest to the readers of this document, primarily our clients and investors, as well as other stakeholders, including our current and future employees, and the broader market.





Who We Are

For over twenty-five years, since our beginning, we have translated our belief in the transformational power of connecting people and technology into better ways to trade. And the markets have changed, for good.

6

Core Values driving our Purpose

Recognized in two investment lists for our financial and ESG performance

26

Industry Awards as Recognition for Tradeweb and our employees



Purpose-Driven to Serve Global Markets



OUR PURPOSE IS SIMPLE:

Make trading better. This spirit defines us and our business culture, and it has led to remarkable things.



OUR FIRST REVOLUTION:

Electronify fixed income trading. And we did. What once seemed radical is now essential. This transformation of markets has been successful, and nearly ubiquitous. And we keep finding ways to improve upon it, as innovators do.



THE SECOND:

Sustainable growth. Our entire industry is still in the early stages of this journey, integrating sustainable thinking and practices into everyday trading and corporate operations. Much progress has been made, and much more lies ahead.

As a values-driven business, we welcome collaboration from our stakeholders as focus on, and interest in, sustainability continues to grow.



Our Values

Our value imperatives express and guide how the people of Tradeweb live by our purpose every day. Principles of sustainability are already deeply engrained in our business culture.



VALUE

Act Responsibly

We do our part to help financial markets move toward more sustainable global systems, and take action to improve the communities around the world where we live and work.

Embrace Differences

Our diverse experiences inform and encourage new ways of thinking. We ensure an inclusive and respectful workplace where all voices are heard.

Share Ideas

Collaboration leads to innovation. Teamwork multiplies our individual talents and makes our best ideas even more powerful and useful.

Stay Curious

Our experience and expertise set us apart. Curiosity and imagination keep us relevant, vital and valuable to our clients and to one another.

Take Ownership

We try new things, learn from our mistakes and refine our ideas, knowing that accountability is part of how we learn and get better at what we do.

Exceed Expectations

Our clients deserve the very best in every service and solution we provide. We challenge ourselves and our colleagues to deliver excellence every day.

RELEVANCE TO ESG

Tradeweb seeks to do right by our people, our communities, our clients and markets, and the planet we share. This report tracks our progress and impact along the way.

Tradeweb has established and supports diversity and affinity groups dedicated to improving our people's lives at work and advancing their personal and professional development. We bring special focus to female representation in technology and strive to be a leader in expanding the representation of women in technology.

In valuing and encouraging diverse perspectives, Tradeweb strives to cultivate an inclusive and collaborative team brimming with varied and strong ideas that lead us forward. It is through collaborative innovation that we have driven our business forward since the beginning.

At Tradeweb, we celebrate our innovative insights and common purpose as we help our people grow both as unique individuals and as a collective, positive force in the world.

In Tradeweb's dynamic culture, our people can wear many hats, enjoy opportunities to learn new skills and see how their work has an effect on our success. This comes with the responsibility to take ownership, and accountability in all that we do – we expect this at the employee level, and hold ourselves to this standard at the corporate level as well.

At Tradeweb, our sustainability strategy is entwined with our business strategy. As a collective and as individuals, we pursue excellence in doing good and doing well.

Tradeweb At A Glance

We bring global marketplaces together through electronic trading innovation.

TRADEWEB BY THE NUMBERS

2,500+ CLIENTS GLOBALLY	65+ COUNTRIES	350+ TECHNOLOGISTS
60,000+ AVERAGE DAILY TRADES	\$136B 2021 GLOBAL CBI- SCREENED GREEN BOND TRADING VOLUMES	30% GLOBAL FEMALE EMPLOYEE REPRESENTATION
\$1,076M REVENUES*	\$1,028B ADV*	25+ YEARS OF SUCCESSFUL INNOVATION
\$1.8+ QUADRILLION TRADED SINCE LAUNCH*	40+ PRODUCTS OFFERED GLOBALLY	12x VOTED BEST FIXED INCOME PLATFORM <i>Financial News</i>

* For the year ended December 31, 2021

Our Clients and Markets

Since inception, Tradeweb has been a transformative force in creating, shaping, and continually improving electronic marketplaces.



INSTITUTIONAL

Tradeweb Institutional



Tradeweb helps the world's leading asset managers, central banks, hedge funds, and other institutional investors access the liquidity they need, through a range of electronic marketplaces.



WHOLESALE

Dealerweb



Whether electronically, over the phone, or through a combination of both, Dealerweb gives market participants real choice to execute their trade strategy confidently.



RETAIL

Tradeweb Direct



Tradeweb Direct is the go-to source for financial advisory firms, RIAs, traders and buy-side investors who need fast, reliable execution for their fixed income trading and portfolio analytic needs.



2021 Awards and Recognition

Tradeweb is proud of the market-leading performance and innovation that our team puts forward year after year. This continued excellence is evidenced in the multitude of industry awards and recognition we received in 2021.

Recognition of ESG Performance

We are earning recognition for making steady progress toward achieving our ESG goals. This year, Tradeweb made two prestigious ESG Investment lists that recognize companies for both doing well and doing good. These include Morningstar's list of Best Sustainable Companies to Own: 2022 edition, selected for "strong ESG management practices that give them a long-term advantage."

Tradeweb highlighted in the Morningstar list of Best Sustainable Companies to Own: 2022 Edition

Additionally, Tradeweb was awarded a place on the Investor Business Daily's Best ESG Companies of 2021, selected for achieving a "mix [of] profitability with ethical and social responsibility."

Tradeweb named one of 2021's Best ESG Companies by Investor's Business Daily



Recognition of Market Impact and Innovation

We continue to earn accolades for:

- our commitment to proactive stakeholder engagement
- transparency in disclosure
- strong financial performance driven by innovation
- customer service
- fostering a workplace where our people can thrive
- and the electronification of our market.



Further Accolades

OTC
TRADING VENUE OF THE YEAR
GlobalCapital

BEST
Fixed Income Trading Platform
Financial News

Trading & Execution Solution
OF THE YEAR
FOW Global Investor Group

BEST
Workplaces For Innovators
Fast Company

15x
NAMED TO TRADING TECH 40 & 50
Institutional Investor

BEST
Trading and Execution Platform
Hedgeweek

Trading Initiative
OF THE YEAR
Financial News

OTC
TRADING PLATFORM OF THE YEAR
Asia Risk

BEST
Swap Execution Facility
Sell-Side Technology

BEST
ETF Platform
ETF Express

BEST
SSA Bond Trading Platform
GlobalCapital

A full list of awards and recognition can be found [here](#).



Sustainable Governance

We have expanded our commitment to ESG governance, from appointing ESG Board Liaisons to including ESG topics into working groups throughout our global organization.

20%

Ethnic Diversity representation on our Board*

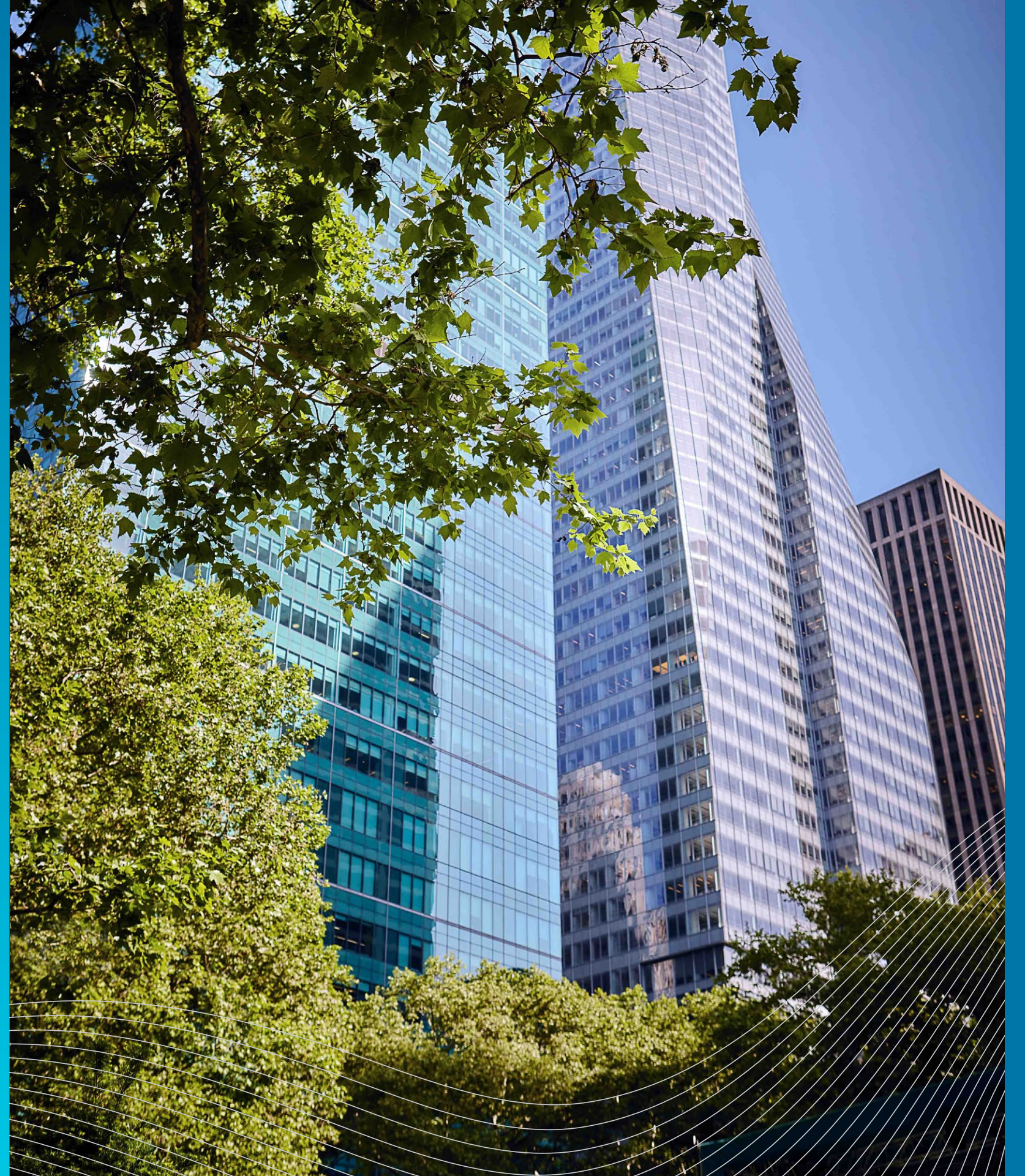
* as of year-end 2021

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Core Material ESG Topics identified through our Materiality Self-Assessment

5 of 5

ESG Ratings/ Assessment Providers improved Tradeweb's score in 2021/2022



Adopting and Adapting Principles of ESG Throughout Tradeweb

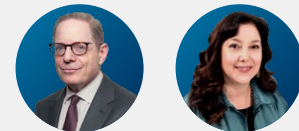
At Tradeweb, we continue to refine our ESG governance structure, building on a strong foundation.

Beginning in 2019, we have put much thought into formulating what ESG means to us and how to best navigate our ESG journey as it relates to our various stakeholders. Our Board is enthusiastic about advancing our ESG strategies across the company, with a planned increase in scope and focus on providing oversight and guidance for our ESG commitments and direction. The Nominating and Corporate Governance Committee of the Board periodically reviews and makes recommendations to the company in order to further our ESG goals. In 2020, we formed an ESG Steering Committee comprised of senior level executives across the company. The ESG Steering Committee is an advisory board assembled to guide our focus and ensure delivery of a thoughtful approach to integrating our ESG strategy into all aspects of our business and operations. To support this implementation, in December 2020 we created and filled a dedicated role to organize and manage our global CSR and ESG Initiatives.

In mid-2021, we designated John Finley and Paula Madoff as ESG Liaisons on the Board. As ESG Liaisons, Mr. Finley and Ms. Madoff, who also serve on the Nominating and Corporate Governance Committee, share their expertise and oversight on ESG issues with the rest of the Board in a more formal capacity, regularly presenting on future outlook, goals and plans. [See page 18](#) for more information about the people who make up our ESG governance structure.

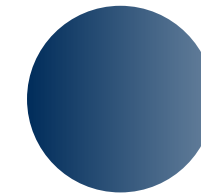


ESG is a core focus for Tradeweb’s Board and its management team. While the company culture has long reflected strong ESG attributes, formal measurement and reporting on material issues became a priority following Tradeweb’s IPO in 2019. The Board was pleased with last year’s inaugural Corporate Sustainability Report, and we continue to raise the bar for the management team and our fellow directors. ESG is a driver for leadership and value-added performance for Tradeweb; careful and thoughtful consideration of ESG across the value-chain has produced opportunities to enhance the value proposition for a company built on a foundation of transparency and innovative leadership.”

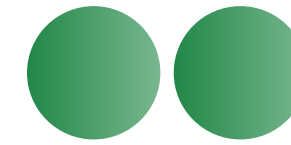


John Finley and Paula Madoff
ESG Board Liaisons

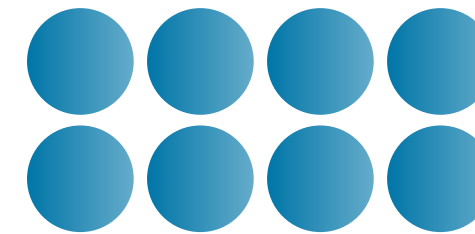
Our ESG Governance Structure



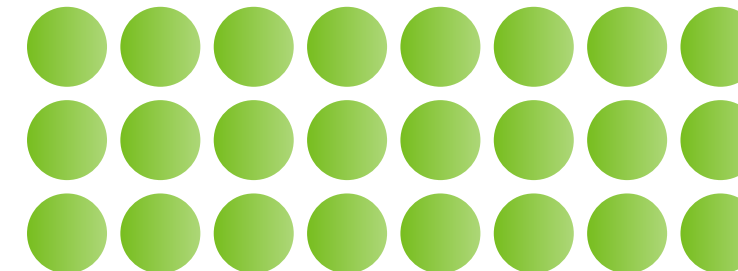
- **BOARD**
Oversee ESG strategy and progress



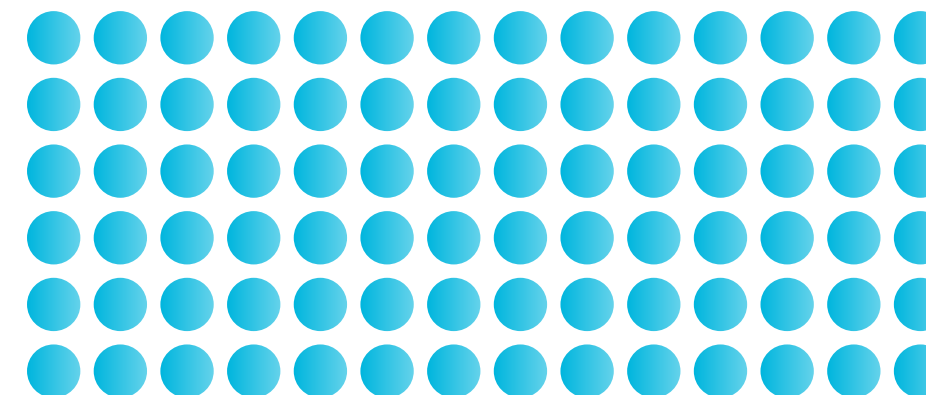
- **ESG BOARD LIAISONS**
Ensure accountability of goals, targets and progress



- **ESG STEERING COMMITTEE**
Guide strategy implementation and ensure integration



- **DEDICATED ESG TEAM**
Evolve and implement strategy, understand stakeholder priorities, and drive integrated reporting



- **OUR PEOPLE**
Implement plans developed by the ESG Team and leadership

The Evolution of Our ESG Ratings and Strategy Approach

Beginning in late 2019, Tradeweb set out to articulate our view on ESG as it relates to our business. This resulted in the formation of our internal ESG Steering Committee in 2020, the creation of a dedicated ESG team, the identification and assessment of executive responsibility, our inaugural Corporate Sustainability Report in 2021, the expansion of the ESG team in late 2021, and the designation of ESG Board Liaisons in mid-year 2021.

Over that time, we sought to gain a deep understanding of how our external stakeholders view and interpret ESG factors, and to determine both the right information to disclose to them, and the format in which to disclose it.

To help strengthen our ESG approach and best understand what external stakeholders look for from a company like Tradeweb, we engaged Standard & Poors (S&P) to provide an independent assessment of Tradeweb's ESG preparedness. Over the year-long process, we informed S&P of our approach for integrating sustainability into our business and operations. This included describing how we are working with clients to best meet their needs related to their ESG trading strategies, our progress on tracking and reporting environmental and human capital data, how we partnered with CBI to bring integrity and transparency to our Green Bond reporting (further defined on [page 34](#)), and outlining our plans for creating valuable market insights on Green Bond trading trends.

This comprehensive evaluation process allowed us to provide the analyst team with insight into our approach and corporate culture. As we gathered and prepared to report on human capital data for the first time, we shared the strong foundation of our employee-centered business strategy, which is built on inclusion, respect, rewarding hard work and fostering innovation.

For Tradeweb, ESG reflects our rich history of integrity, transparency, inclusion, regulatory compliance as a driver of strength, and consistent innovation. ESG encompasses every aspect of our business starting with what we do and amplified by how we do it.

Sharing our sustainability and ESG performance with our external stakeholders is an opportunity we embrace. Through this disclosure journey we've learned that many views of ESG are important for the marketplace.

We know that it is important to engage with ESG ratings agencies and therefore take an active approach to participating in questionnaires and surveys, as well as responding to requests for feedback and data reviews. We deploy time and resources to ensuring, to the best of our ability, that the data used to produce ESG ratings of Tradeweb are as accurate as possible. We remain committed to doing the best we can in our formal annual disclosures as well as any formal engagement opportunities with these agencies, to share ESG information in a way that is genuine to us and decision-useful to our stakeholders.

By deploying this approach, we have seen ratings improvements from all five of the major agencies providing an ESG rating for Tradeweb with whom we are actively engaged. In 2021, we improved our ESG Assessment from Moody's ESG Solutions starting from 58th out

of 72 companies in the Financial services general sector with a score of 23, to 17th out of 76 companies with a score of 38 as of June 2022, scoring above our industry average in all three E, S and G categories. Of note from Sustainalytics is our improvement from medium risk (starting with a score of 27.7) to well into the low risk category with a score improvement to 18.1. Additionally, from ISS ESG we improved our ratings category score from a D to a C-.

TRADEWEB ESG PROGRESSION



ESG Ratings of Tradeweb Markets LLC

ESG RATING/ASSESSMENT PROVIDER	RATING SCALE	ORIGINAL RATING	CURRENT RATING (as of July 31, 2022)	CHANGE
SUSTAINALYTICS ESG RISK RATING*	Numeric (1–40+, 1 = Best)	27.7	18.1	Improved
ISS ESG CORPORATE RATING	Letter Rating (A+ – D-, A+ = Best)	D	C-	Improved
MOODY’S ESG SOLUTIONS (ESG ASSESSMENT)	Numeric (1–100, 100 = Best)	23	38	Improved
S&P CSA ESG SCORE	Numeric (1–100, 100 = Best)	11	26	Improved
MSCI	In 2022, Tradeweb received a rating of BB (on a scale of AAA–CCC) in the MSCI ESG Ratings assessment			
S&P ESG EVALUATION	Tradeweb received a rating of 70 out of 100 (100 being best) as a result of the ESG confidential evaluation engagement with S&P. This report was subsequently made public in August 2022.			

The ESG rating and evaluation space is evolving, developing, and maturing, and we anticipate coverage will become more specific to address the issues of our niche industry over time. With the understanding that both our clients and investors value data and insights from a variety of providers, our policy remains to be diligent in our disclosure, and provide the most relevant and decision-useful ESG data, in proper context for the various agencies to discern the most accurate rating possible, representative of our current business and our progress toward goals.

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In order to properly identify and prioritize the most material ESG factors that provide areas of opportunity as well as areas of risk for Tradeweb, we conducted a materiality self-assessment to identify material topics according to our critical stakeholder groups.

To begin our ESG Materiality self-assessment, we identified our key stakeholders as our investors, our clients, our employees, and our executive leadership and board. To build the base of materiality as seen by the ESG standard-setting bodies, we chose to start with SASB's material topics for the industry in which they place us – Investment Banking & Brokerage – as a baseline for this assessment. However, placing Tradeweb within this framework presents some challenges. The industry in which we operate is truly niche, and therefore we have chosen to report in-line with, and consider material factors based on, SASB standards for the three industry groups with which we find ourselves at an intersection of: Investment Banking & Brokerage, Software and IT Services, and Security & Commodity Exchanges. Given that we don't squarely fit into any one individual industry classification, the material factors from these categories put forward by SASB were used as a base from which to build on, and ultimately the feedback from our key stakeholders solidified the resulting core topics and the weight of each to determine appropriate tiers. Out of the SASB identified material topics assessed for relevance to us from the three industry groups, we built from the

following: Energy Management, Customer Privacy, Data Security, Employee Engagement and D&I, Business Ethics, and Systemic Risk Management. We then compared with the topics raised from our various stakeholder groups that resulted in our 6 core ESG material topics. We also incorporated insights from the ESG Ratings Agencies that we are currently engaged with. As this is our first iteration of an ESG Materiality Assessment, we plan to continue to engage with stakeholders, and evolve our process over time.

Stakeholder Engagement

Engaging regularly with our stakeholders is a fundamental part of Tradeweb's success, reflecting our commitment to best-in-class operations and the evolution of our business to meet the needs of our clients and the expectations of our market. We continue to engage regularly with our key stakeholder groups to understand the evolving needs and material priorities of each group.

Investors

Over the course of 2021, in addition to our regular ongoing engagement with investors through annual regulatory reporting, and investor engagement meetings, we listened to our largest shareholders to understand each of their approaches to ESG investing, as well as their view on items that represent ESG risks and opportunities that they believe to be most material to our business. As a general consensus from our various investors, the ESG reporting areas that are most material to Tradeweb rank G, S, E in that order. While environmental issues ranked lowest in terms of materiality to our operational success, and were viewed as posing the lowest risk, it was widely agreed that a minimum standard of measurement, reporting, and assessment of GHG Reporting and environmental strategy is necessary and expected as the climate crisis is at a critical point and management of these issues is a baseline expectation from investors. We value the perspective and priority areas put forward by our investors and welcome the opportunity to continue to actively engage with this critical stakeholder group to ensure our policies and strategy are communicated effectively, and are responsive to each of their unique expectations.

65%

OF CLIENTS HAVE AN ESG STRATEGY

37%

USE GREEN BOND LABELS

69%

USE EXTERNALLY SOURCED DATA TO INFORM ESG/GREEN/IMPACT INVESTING DECISIONS

Results from Tradeweb's 2021 Global ESG Client Survey

Employees

Since the start of the COVID-19 pandemic, Tradeweb has surveyed our people to understand their comfort level around working from home versus returning to office and their perspectives on the ideal office/work from home balance, as well as to provide the opportunity to understand and address any additional concerns our employees may have surrounding the pandemic at large. From March 2020 and through 2021, we implemented regular global town halls where the entire global workforce was able to listen to briefings from our CEO and President and had an opportunity to anonymously ask questions to our leaders. In addition to these regular global employee town halls, Tradeweb networks engaged with participating employees to understand the type of programming that was most impactful and important to them and arranged various opportunities and events accordingly. From these interactions, we've learned that our employees value the opportunity to engage with one another to share experiences and perspectives on pressing global social topics, and seek to improve our communities through various philanthropic, volunteering, and mentorship opportunities. Throughout 2022 and beyond, we intend to continue to engage in ongoing surveys and conversations with our employees, and to find new and innovative ways to interact with them to best understand areas of proven success and opportunities to improve.

Clients

Throughout the year our ESG team, alongside sales and product teams, held meetings with clients across the globe to best understand each of their unique needs as it relates to trading ESG-aligned securities and implementing sustainable trading strategies, as well as identifying the data that powers them. The market response has revealed that there are a variety of company-adopted investment perspectives and end-client directives that drive the ESG investment decisions of our clients.

Tradeweb distributed a survey to clients in January 2021 with a purpose of better understanding how our clients are engaging with Green/ESG Investment strategies, what data is valuable to them, and how we can assist in trading efficiency and transparency efforts to aid in their execution of those strategies. The results provided overwhelming evidence that ESG was becoming a high priority for our clients. As a result of this survey and our conversations, we continue to collaborate with both buy-side and sell-side communities to innovate in this space to meet their needs. We intend to engage with clients on a global ESG survey annually, to understand evolving needs and strategies, and to help us best align with the future of ESG in trading.

Working in partnership with our clients is critical for us to acquire a deep knowledge of their needs to innovate together and provide efficient and effective trading solutions.

Executive Leadership & Board of Directors

The Tradeweb ESG Steering Committee meets monthly to provide guidance on the areas of focus for our ESG and Sustainability efforts based on the members' unique expertise and vantage point at the company, and discusses appropriate project prioritization. Through the course of our materiality assessment, these meetings have been a forum for addressing areas of ESG strategy integration and associated progress and performance.

Meetings with the Tradeweb ESG Board Liaisons have provided informative guidance as to the direction of our strategy and key focus areas across our operations. The Board has been integral in setting accountability directives for the progress toward achieving our goals.

Addressing Our Material Topics

The material topics and their placement within two priority tiers are based on the frequency of reference and level of expressed importance put forward by our stakeholders. This process included understanding the importance of each topic to our stakeholders in aggregate, and the importance of each of those factors with respect to our business. The inclusion of these topics does not suggest that they are not currently being addressed to the satisfaction of our stakeholders, but instead seeks to identify the areas of greatest focus and value from our stakeholders on our current and future business operations. Throughout this report we provide detail on how we are currently addressing and integrating these factors into our decision-making processes and overall approach, as well as applying action plans for improvement where we believe there is room to evolve over time.

ESG Material Topic Structure

Tier 1 – Prioritize

INFORMATION SECURITY AND DATA PRIVACY
SYSTEMIC RISK MANAGEMENT
HUMAN CAPITAL MANAGEMENT



Tier 2 – Manage

BOARD COMPOSITION AND OWNERSHIP STRUCTURE
ENVIRONMENTAL MANAGEMENT
SUSTAINABLE FINANCE SOLUTIONS

ESG Material Topic Glossary

Tier 1

MATERIAL TOPICS DIRECTLY AFFECTING OUR BUSINESS THAT REPRESENT PRIORITY ITEMS FOR TRADEWEB’S SUCCESS

INFORMATION SECURITY AND DATA PRIVACY

Tradeweb’s management and approach to risk governance, strategy, and mitigation around risks relating to the collection, retention, use, and protection of sensitive, proprietary, personal, or confidential information, as well as the governance structures that support and protect our business operations. This also encompasses Tradeweb’s policies and procedures related to our information technology infrastructure and data privacy program, and the training of employees who access this infrastructure and have access to sensitive, proprietary, personal, or confidential information over the course of regular business, as well as compliance with regulation and informing customers of relevant and important information regarding these systems and policies. Detail on Tradeweb’s management of this material topic can be found starting on [page 21](#).

SYSTEMIC RISK MANAGEMENT

Tradeweb’s management of system risks that could cause disruption to our operations and the business continuity and disaster recovery policies and practices in place to manage and respond to these risks. This encompasses systems in place to reduce contributions to systemic risk events and manage any shocks arising from financial or economic stressors affecting our operations. In addition, this encompasses meeting regulatory requirements and transparency across our global operations. Detail on Tradeweb’s management of this material topic can be found starting on [page 20](#).

HUMAN CAPITAL MANAGEMENT

Tradeweb’s ability to identify, hire, retain, and foster a skilled and diverse workforce. This encompasses the management of a skilled workforce and fostering an environment that promotes diverse perspectives, celebrates differences, encourages collaboration, and evolves to meet the needs of a global diverse workforce. This topic also includes employee health and safety practices, business ethics and upholding our code of conduct, opportunities for employees to advance professionally and continue relevant educational studies, and employee engagement opportunities. Additionally, we are committed fair labor practices and protecting the human rights of our employees and across our value chain. Detail on Tradeweb’s management of this material topic can be found starting on [page 35](#). Other material areas of focus under Human Capital Management are our commitment to diversity, equity, and inclusion, and our contribution to advancing the communities in which we live and work through philanthropy that is aligned to our company values.

Tier 2

MATERIAL TOPICS THAT REPRESENT AREAS OF ONGOING MANAGEMENT TO ENSURE GOOD GOVERNANCE AND CORPORATE STEWARDSHIP

BOARD COMPOSITION AND OWNERSHIP STRUCTURE

Tradeweb’s Corporate Governance structure as it relates to the composition, diversity, experience, and independence of our board as well as management of policies that govern shareholder rights, ownership, and compensation. More information on this material topic can be found starting on [page 18](#).

ENVIRONMENTAL MANAGEMENT

Tradeweb’s approach to, and management of, our environmental footprint, assessing of climate-related risks and opportunities to our business, as well as reporting on GHG emissions across our global operations. This also encompasses performance on environmental metrics, responsible waste disposal and destruction, water management, energy management, and future alignment with SBTi and Net Zero commitments. Detail on Tradeweb’s management of this material topic can be found starting on [page 25](#).

SUSTAINABLE FINANCE SOLUTIONS

Tradeweb’s contribution to the industry relating to ESG/ sustainable trading solutions and market-informing insights, as well as supporting the advancement of sustainable finance more broadly. This also encompasses our ability to meet our clients’ needs when trading for ESG strategies, including data and analytics. Detail on Tradeweb’s management of this material topic can be found on [page 34](#).

Our ESG Leadership

2021 ESG Steering Committee

Created in 2020, our ESG Steering Committee is a consultative, internal body that oversees the implementation of Tradeweb's ESG strategy and ensures our thoughtful approach is integrated throughout all aspects of our business and operations.

To support this implementation, a dedicated ESG role was created and filled in December 2020 to organize and manage our global Corporate Social Responsibility and

ESG initiatives, as the first member of our ESG team. This role reports directly into our senior executive leadership team who provide critical support for the integration of these initiatives across our business. In 2021, our ESG team was expanded to dedicate additional resources to support the project implementation of our sustainability efforts.

Our 2021–2022 ESG Steering Committee

LEGAL AND REGULATION

Doug Friedman* General Counsel

Jennifer Keser Head of Regulation & Market Structure (Europe & Asia)

RISK AND OPERATIONS

Scott Zucker* Chief Risk and Administrative Officer

Stanislas Beckmann Head of Tradeweb EUBV

CORPORATE DEVELOPMENT/ESG/ INVESTOR RELATIONS

Heather Wooten Director of Corporate Social Responsibility & ESG

Ashley Serrao* Head of Treasury, FP&A and IR, ESG Steering Committee Chair**

Sameer Murukutla Global Investor Relations

TECHNOLOGY

Justin Peterson* Chief Technology Officer

MARKETING AND COMMUNICATIONS

Michael Cohen* Global Head of Marketing & Communications

Susan Bennett Head of Global Product Marketing

SALES AND RELATIONSHIP MANAGEMENT

Keith Fell* Head of Senior Relationship Management, U.S.

Zara Pratley* Managing Director, Head of European Sales

HUMAN RESOURCES

Fred Strobel* Global Head of Human Resources

Eleanor Quantick Human Resources

Our Governing Bodies

Our 2021–2022 Executive Management Team



Lee Olesky
Chairman of the Board and Chief Executive Officer



Billy Hult
President and CEO-Elect



Chris Bruner
Managing Director, Head of U.S. Institutional Fixed Income



Enrico Bruni
Managing Director, Head of Europe and Asia Business



Douglas Friedman
General Counsel



Sara Furber
Chief Financial Officer



Justin Peterson
Chief Technology Officer



Scott Zucker
Chief Risk and Administrative Officer

Our 2021–2022 Board of Directors



Jacques Aigrain*
Former advisor, Warburg Pincus LLC, Former CEO, Swiss Re



Balbir Bakhshi
Chief Risk Officer, London Stock Exchange Group plc (LSEG)



Steven Berns
Chief Operating Officer and Chief Financial Officer, TripleLift



John G. Finley**
Senior Managing Director and Chief Legal Officer, Blackstone



Scott C. Ganeles
Senior Partner, WestCap Group, LLC



Von M. Hughes
Managing Director, Morgan Stanley Investment Management, Head of the Institutional Solutions Group for Calvert Research and Management



Billy Hult
President and CEO-Elect, Tradeweb Markets Inc.



Paula B. Madoff**
Lead Independent Director, Tradeweb Markets LLC | Advisor, The Goldman Sachs Group, Inc.



Lee Olesky
Chairman of the Board and Chief Executive Officer, Tradeweb Markets Inc.



Thomas Pluta***
Managing Director, President-Elect, Tradeweb



Murray Roos
Group Head, Capital Markets, London Stock Exchange Group plc (LSEG)



Rana Yared*
General Partner at Balderton Capital

* Appointed to the Tradeweb Board of Directors as of August 1, 2022

** ESG Board Liaison

*** Thomas Pluta will take on the role of President of Tradeweb as of January 1, 2023 and will come on as a member of Tradeweb's Executive Committee as of October, 2022.

Note: Martin Brand, Senior Managing Director of Blackstone, served as Chairman of the Board from March 2019 to February 11, 2022.

Note: Lee Olesky replaced Martin Brand as Chairman of the Board as of March 2022, and serves as Chairman and CEO until Dec 31, 2022. As of Jan 1, 2023 he will retire as CEO and will continue as Chairman of the Board. Additionally, the Board has approved Billy Hult to be CEO-elect and move into the role of CEO as of Jan 1, 2023.

Note: Thomas Pluta will take on the role of President of Tradeweb as of January 1, 2023 and will come on as a member of Tradeweb's Executive Committee as of October, 2022.



Tradeweb recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

With a view to achieving sustainable and balanced development, we see diversity at the Board level as an essential element in supporting the attainment of its strategic objectives. Board diversity is considered from a number of aspects, including but not limited to gender, age, race, ethnicity, nationality, cultural and educational background, professional experience, skills, knowledge, and length of service. The ultimate decision on all Board nominations will be based on our corporate governance charter, and on merit and contribution that the selected candidates will bring to the Board, having due regard for the benefits of diversity on the Board.

We are striving to increase the gender and ethnic diversity of our Board of Directors.

The Directors on Tradeweb’s Board bring diversity of skill, experience, and subject-matter expertise in areas pertaining to our markets, operational profile, and broader global business knowledge, adding individual value to the greater whole. These areas include Capital Markets and Fixed Income, Corporate Governance, Finance & Accounting, Human Capital Management, Legal & Regulation, Mergers & Acquisitions, Risk Management and Cyber Security, Innovative Technology and Electronic Trading, and Global Perspective. Knowledge and experience in these areas reflect strengths brought by each board member in his or her capacity as a member of the Tradeweb Board of Directors.

50%

INDEPENDENT DIRECTORS ON THE TRADEWEB BOARD OF DIRECTORS *

* As of August 1, 2022

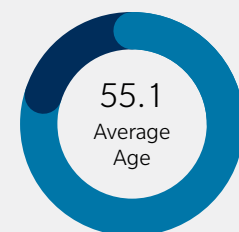
LEAD INDEPENDENT DIRECTOR APPOINTED

2 of 10

DIRECTORS ARE MEMBERS OF OTHER PUBLIC BOARDS*

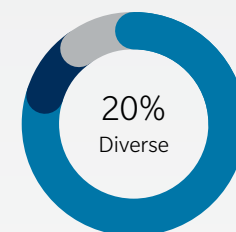
* As of December 31, 2021

AGE BREAKDOWN



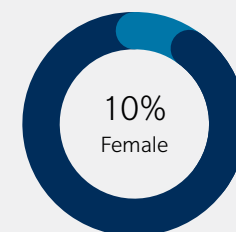
- 80% < 60 Years
- 20% > 60 Years

ETHNIC DIVERSITY



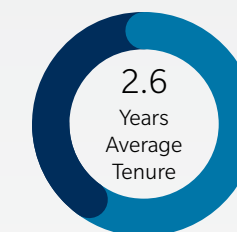
- 80% White
- 10% Black/African American
- 10% Asian

GENDER DIVERSITY



- 1 Female
- 9 Male

TENURE ON THE BOARD*



- 60% > 3 Years
- 40% < 3 Years

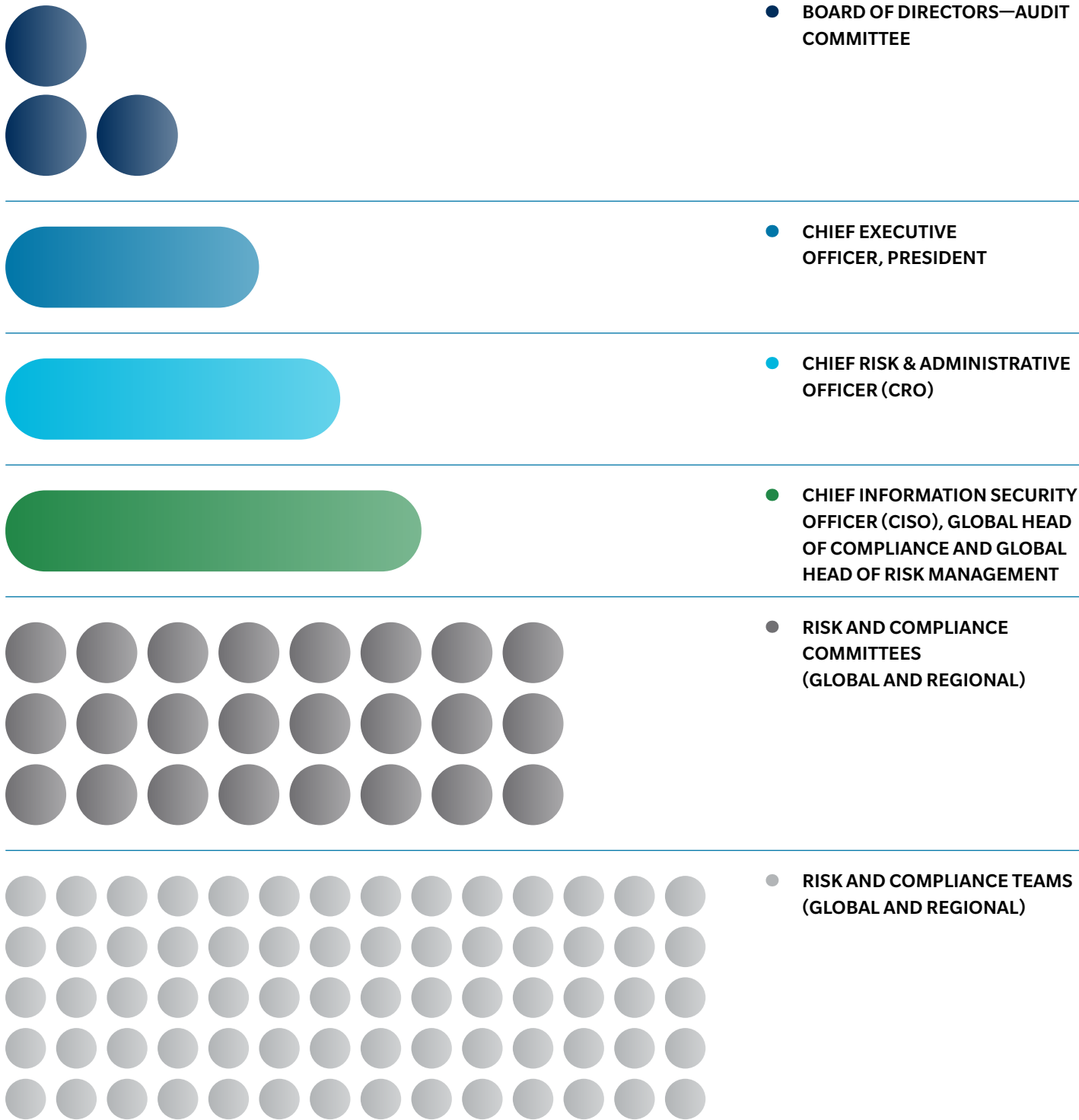
* Tenure measured starting March 2019

Corporate Governance – Charters and Documentation

Our Corporate Governance can be described as the system by which our business is directed and supervised, and the way in which directors and officers handle their responsibilities toward shareholders. Under our corporate governance structure, charters and documents guide this system and the members that make it up. See the [Corporate Governance](#) page on our website for a full list of the governing charters and relevant documentation.

Enterprise Risk and Compliance Governance Structure

Tradeweb employs a strong Risk and Compliance structure, including both global and regional committees that meet regularly to address any present risks, ensure proper mitigation and preparedness planning are in place, and ensure the processes and procedures in place are adhered to and constantly updated to meet evolving needs, and that any necessary response is immediate and provides resolution.



Tradeweb is built on a history of transparency and regulatory compliance that has provided us the opportunity for success both in our own business and in helping our clients to comply with industry regulations and reporting requirements.

To adhere to these regulatory requirements and provide critical information to our clients, we undergo annual audits and compliance procedures. Annually, we facilitate SOC 1 and SOC 2 audits for all of our relevant business lines. We are compliant with GDPR [European Union General Data Protection Regulation and the United Kingdom General Data Protection Regulation (collectively, the “GDPR”)], section 404 of the Sarbanes-Oxley Act of 2002, and other applicable data privacy and information security laws and regulations. To ensure our internal procedures are working as designed and anticipated, we conduct continuous internal risk assessments and stress tests concentrated on all applicable operational units. Additionally, over the course of the last three years, we implemented increased monitoring across our entire system architecture to meet the needs and challenges of a remote work environment, accelerated by the COVID-19 pandemic.

As cyber risks have become increasingly pressing to all industries, including financial services and technology companies that rely heavily on the internet and mobile phone technology, we have prioritized investment in our information security infrastructure, including enhanced monitoring, testing, and added resources and personnel to ensure we have strong mitigation and prevention processes in place to protect our employees and our clients from potential cyber attacks, security breaches and data breaches. Tradeweb employs comprehensive systems and protocols aligned with industry best practices to position ourselves to protect our client data, employee data, system architecture, and intellectual property.

Regulated Entities Across Global Operations

Tradeweb currently has office locations in New York City (global headquarters), Jersey City, Garden City, Boca Raton, Boston, Chicago, London, Amsterdam, Tokyo, Singapore, Shanghai, and Hong Kong. Throughout our global operations we operate multiple regulated entities that support our business with our global client base.

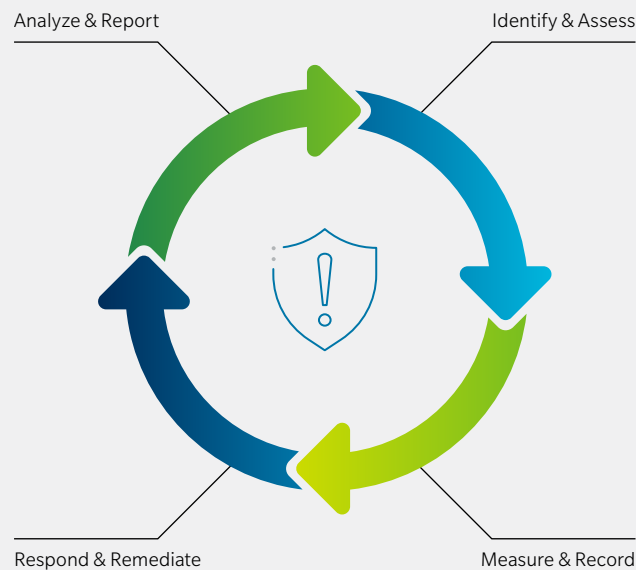
Global Compliance Policies and Procedures

Tradeweb has strong internal compliance policies and procedures, overseen by the governance structure above, and implemented by our compliance teams across our global, regulated entities and across multiple jurisdictions. For purposes of proper disclosure within this report, we have highlighted some of the internal policies and procedures below.

Governance and Managerial Responsibility for Compliance

Tradeweb has a structure in place to address managerial responsibility for compliance, which is both outlined in the governance structure above and addressed in the [Code of Business Conduct and Ethics](#). Risk and Compliance teams have instituted governance forums to discuss and prepare for risk events, manage key decisions, and continuously evolve business strategy related to key risk areas and compliance considerations, ensuring oversight of our various business lines.

RISK MANAGEMENT CYCLE



Tradeweb Markets Is Regulated in the Following Major Markets

NORTH AMERICA

U.S.
Tradeweb LLC, Tradeweb Direct LLC, Dealerweb Inc., Execution Access LLC Securities and Exchange Commission (SEC): registered broker-dealers and Tradeweb Direct and Dealerweb are operators of Alternative Trading Systems (ATS). Member of FINRA and TW Direct LLC is a member of MSRB

TW SEF, DW SEF Commodity Futures Trading Commission (CFTC): registered as operators of Swap Execution Facilities (SEF). Member of the NFA

Canada
Tradeweb LLC, Tradeweb Direct, TW SEF, DW SEF Ontario Securities Commission (OSC) and other Canadian Provinces: registered as an International Dealer and offer services pursuant to an exemption from ATS registration

EUROPE

UK
Tradeweb Europe Limited FCA: Authorized Investment Firm and permitted to operate as, and regulated as, a Multilateral Trading Facility (MTF), an Approved Publication Arrangement (APA), and an Organised Trading Facility (OTF)

The Netherlands
Tradeweb EUBV Permitted to operate, and regulated, as an MTF, APA and OTF

Authorized to offer services throughout European Union (EU) and European Economic Area pursuant to European Passport regime

ASIA

China (Shanghai)
Tradeweb Commercial Information Consulting Co., Ltd. Recognized electronic trading platform by the PBOC (People’s Bank of China)

Japan (Tokyo)
Tradeweb Japan KK Regulated by the JFSA and JSDA as a Private Trading System (PTS) and Electronic Trading Platform (ETP)

Hong Kong
Tradeweb Europe Limited (HK Branch) Regulated by the SFC as an Automated Trading System (ATS)

Singapore
Tradeweb Europe Limited (Singapore Branch) Regulated by the MAS as a Regulated Market Operator (RMO)

Australia
Tradeweb Europe Limited TWE is exempt from registration with the Australian Securities & Investments Commission (Australia)

Code of Business Conduct and Ethics

Tradeweb engages in regular review of our Code of Business Conduct and Ethics and updates this document to include an evolution of required adherence to these protocols. This document covers in detail our policies regarding Securities Trading; Anti-Bribery and Anti-Corruption; Accuracy of Records and Information Reporting; Fair Competition and Antitrust; Whistleblowing and Accounting; Auditing or Disclosure Concerns and Fraud Reporting; Confidential and Proprietary Information; Intellectual Property; Conflicts of Interest and Corporate Opportunities; Unlawful Discrimination and Harassment; Safe Workplace; and others. See full disclosure in our [Code of Business Conduct and Ethics](#).

Training for Employees

Tradeweb requires full-time global employees to undertake annual training on topics that range from compliance, data and information management, cyber security, “Know Your Customer” (KYC), Anti-Money Laundering (AML), sanctions compliance and the prevention of forms of financial crime such as tax evasion facilitation. Annual employee trainings also span many other topics such as diversity, equity and inclusion, workplace anti-harassment, manager training, and code of conduct attestation. Some training modules, such as cyber security training, are also required for contract and part-time employees. Providing training to our global, full-time, employee base is both a way to adhere to the mandatory requirements of our compliance and risk policies, and to ensure that employees are equipped with the knowledge and tools to protect themselves and sensitive information while operating to perform the requirements of their role. Global compliance teams monitor and ensure employees complete their required trainings annually.

EXAMPLES OF EMPLOYEE TRAININGS INCLUDE (BUT ARE NOT LIMITED TO):

- Information Security Training
- Monthly email phishing campaign
- Code of Conduct
- Regulatory Compliance New Hire Training
- Regulation FD Training
- Business Continuity and Disaster Recovery
- Anti-Money Laundering and Anti Bribery & Corruption
- NFA Ethics
- Workplace Anti-Harassment
- Diversity & Inclusion
- Senior manager and certification regime (SMCR) senior level compliance training

Compliance of these policies is explained and documented in the [Code of Business Conduct and Ethics](#). As a part of Tradeweb’s ongoing commitment to information security, we regularly provide supplemental training on best practices to keep employees safe online. Our training modules cover identity theft and two-factor authentication (2FA) bots and one-time password authentication. In order to provide employees with examples of what malicious emails look like, we also run a monthly email phishing campaign allowing employees to identify and report suspicious emails to our information security team.

Customer Due Diligence

Before establishing a relationship, and on an ongoing basis for existing relationships, Tradeweb carries out a series of KYC and AML checks on customers. During this due diligence process, the compliance teams will review any results that are flagged relating to suspicious activity, such as adverse media or sanctions matches, among many other checks. If a customer is found to be carrying out illegal activity, Tradeweb will not seek to establish/maintain a relationship with the entity and if appropriate will escalate the matter to the appropriate authorities.

Anti-Money Laundering Policy

All of Tradeweb’s regulated entities have Anti-Money Laundering (AML) policies. This policy and associated controls are designed to ensure that Tradeweb complies with the requirements and obligations set out in legislation, regulations, rules from the UK and EU, and industry guidance for the financial services sector. Additionally, relevant employees are required to take compliance training, including AML principles and awareness. This training includes customer due diligence and enhanced due diligence response and protocol requirements.

Reporting of Irregularities Surveillance

Tradeweb has procedures in place to detect and report suspicious activity to government authorities in accordance with applicable laws. Information on these procedures is included in the compliance procedures and the Anti-Money Laundering Compliance Program documentation, which is part of ongoing employee compliance training programs.

Tradeweb has robust processes for trade surveillance in the U.S. and UK/Europe covering its regulated marketplace businesses and has continued to keep this an area of focus in our business to ensure transparency of markets and compliance practices.

Incident Investigation and Corrective Actions

OPERATIONAL INCIDENTS

Tradeweb follows a formal incident management process for all application- and infrastructure-related service issues based on best practices with associated automated workflow tools. All incidents must be raised through our internal incident reporting process and classified according to priority and severity based on impact. Any incidents are reviewed before being passed to the appropriate remediation group who update the incident report with the steps taken to remediate. There is a post-review process to identify any underlying issues and raise any follow-on risks. The incidents are reviewed at the appropriate operating committees attended by risk teams, technical leads and business owners.

SECURITY INCIDENTS

Tradeweb maintains an incident response plan for security events that include detailed steps on identification, impact analysis, containment, communication and closure reporting. The incident process contains an external communication plan whereby any incident that may impact the confidentiality, integrity or availability of customer information is to be reported to Tradeweb Senior Management, Legal and Regulatory Compliance. Notification of a breach to regulators and affected customers will be communicated within mandated timescales and in accordance with the incident response plans and appropriate playbooks.

Software Development and Release Management

Tradeweb follows a strict software development life cycle process by which technical requirements are scripted, then coded utilizing secure coding practices, quality assurance tested, and assured prior to release. All technology releases are planned via standardized testing and deployment processes, involving change management and release management protocols and authorizations, and conducted through advanced communication internally, and externally to clients. We perform periodic system testing and maintenance, including penetration and vulnerability testing, and ongoing monitoring, in addition to maintaining logical and physical segregation of production and non-production environments.

Business Continuity & Disaster Recovery (BC/DR) Strategy, Approach & Governance

Tradeweb Institutional, Tradeweb Direct and Dealerweb (collectively, “Tradeweb”) are committed to providing uninterrupted delivery of products and services to clients. As a global institution, our organization is exposed to uncontrollable events that may cause varying degrees of disruption to normal business processes. Our Business Continuity Management (BCM) program is a critical component of our enterprise resiliency strategy and is designed to plan for, respond to, and recover from business interruptions, with a view to minimizing their impact and facilitating service continuity both within recovery time objectives and based on prioritization of business objectives and operations. Business Continuity is part of Tradeweb’s operational resiliency program, which aligns, centralizes, and integrates disciplines and capabilities to deliver timely and effective incident identification, impact assessment, escalation, communication and resolution; and help Tradeweb businesses deliver resilient world-class products and services.

A business continuity event is an interruption with potential impact to normal business activity of the firm’s people, operations, technology, suppliers, and/or facilities. The BCM program’s core functions include business continuity

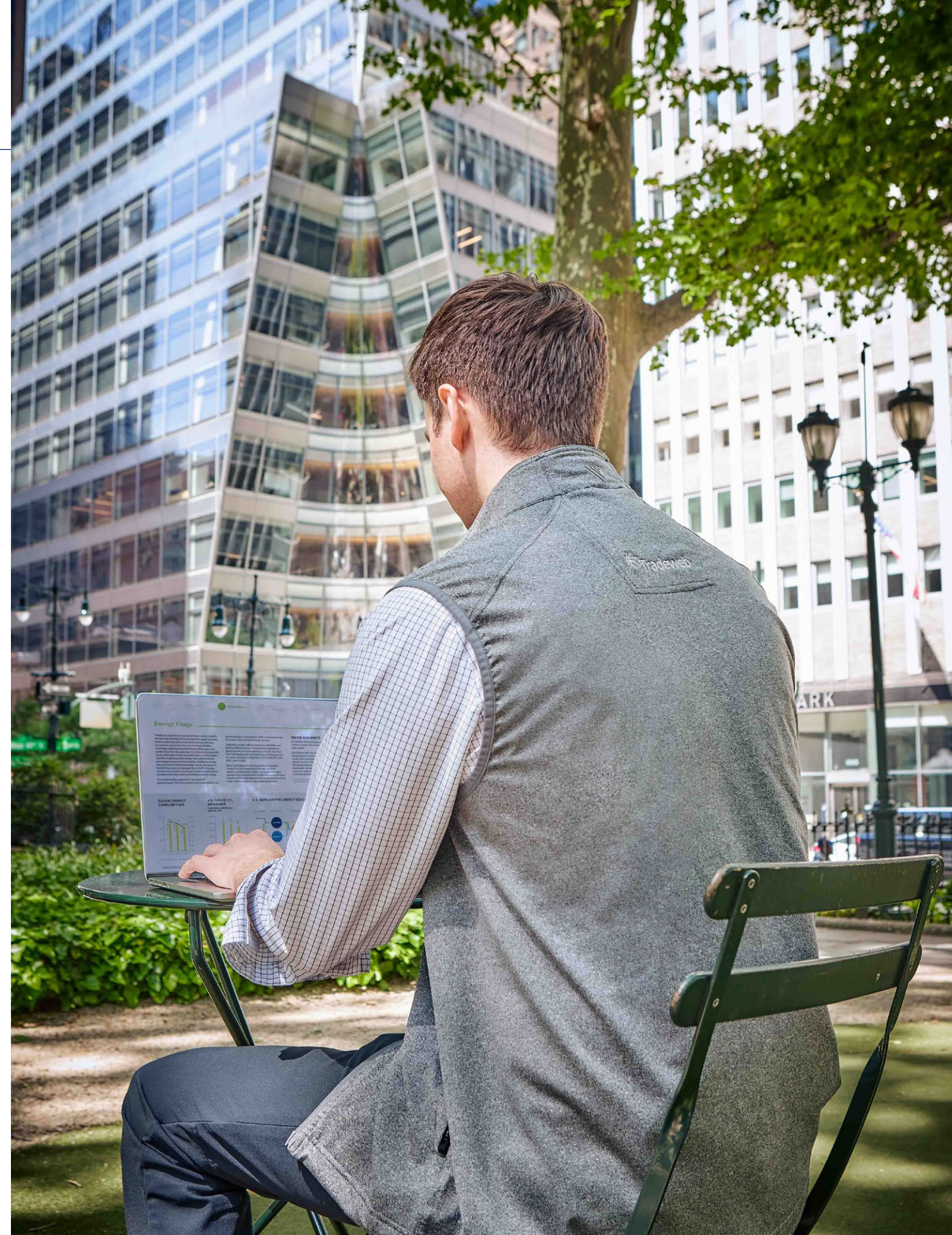
planning (with associated testing) and crisis management. Tradeweb has extensive governance and senior level oversight, focus, and support in place for managing this program. Governance groups include Executive Management, Tradeweb’s Risk Steering Committee and Tradeweb’s Business Continuity Steering Committee, comprised of key executives and senior members of our Risk, Technology and Business teams.

BC/DR testing is conducted annually at a minimum. Note that Tradeweb is an active participant of the annual Securities Industry and Financial Markets Association (SIFMA) and Regulation System Compliance Integrity industry-wide Disaster Recovery Failover test, which includes registered clients across business units. Tradeweb’s BC/DR Plan is formally reviewed and updated annually at a minimum and when necessary, to incorporate any changes in our business operations, personnel or organization, critical systems/infrastructure, and applications. Additionally, Tradeweb’s Enterprise Risk Management Department manages and reviews all BC/DR program policies and procedures as part of our document review process to ensure they are properly reviewed, updated and approved on an annual basis at a minimum.

BUSINESS CONTINUITY SUPPLIER RISK

Tradeweb assesses and performs risk-based due diligence on third-party service providers’ resiliency and ability to continue to provide services during an event. As part of Tradeweb’s Enterprise Risk Management program, we perform thorough risk reviews of prospective vendors prior to onboarding, as well as ongoing and formal annual risk reviews of critical vendors. The scope of these reviews includes an assessment of our third-party service provider’s BC/DR Plans, including the BC/DR controls they have in place and the results of testing performed. Additionally, technology testing with these vendors is conducted periodically, as deemed appropriate by our Technology and Infrastructure teams.

See [Tradeweb’s Business Continuity & Disaster Recovery Fact Sheet](#) on our website.



Crisis Management

Crisis Management is the process of identifying and managing the firm's operations during Business Continuity (BC) events. This is a critical component of Tradeweb's Business Continuity Framework. Procedures include defining strategic goals and operational processes for responding to and managing incidents that may severely impact Tradeweb, its customers, employees, and/or other stakeholders.

In the event of a disruption, our dedicated BC/DR governance and support teams lead a coordinated enterprise-wide process to triage, assess impact, respond and recover, and glean lessons learned to improve our resiliency posture. Governance groups take charge of understanding the disaster and activating procedures for Tradeweb to continue business services amidst the disaster.

Governance groups include Executive Management, Tradeweb's Risk Steering Committee and the Business Continuity Steering Committee. The Business Continuity Steering Committee will meet regularly throughout a disaster to discuss the state of the event, make recommendations to Executive Management, and evaluate plan effectiveness. Support groups including Technology, Infrastructure, Risk Management, Cyber, Corporate Services and Marketing departments relay and execute planned procedures throughout the company to make resilient services a reality. These groups use guidance from governance groups to determine appropriate communication avenues, alternate employee work locations, access points to Tradeweb systems, and corporate communication. Collectively, these governance and support groups are vital to ensuring effective business execution during a BC/DR event as well as procedural improvements after the event via post-mortem analysis of lessons learned.

Vendor Risk Management

Our Third-Party Risk Management strategy and function is managed by Tradeweb's Risk Management department, which reports to our organization's Chief Risk and Administrative Officer. In support of this function, ownership and accountability of the Third-Party Risk Management life cycle also include the internal Tradeweb department that onboards/sponsors the vendor, as well as departments such as Legal, Cybersecurity, Regulatory Compliance, Infrastructure, and Technology. This strategy identifies and mitigates risks resulting from third-party vendors, ensuring the use of third-party vendors does not create an unacceptable potential for business disruption, cyber incidents, data breaches, or a negative impact on business performance or Tradeweb's strategic objectives.

Data Privacy & Information Security (Cyber Security)

As a global institution providing electronic trading platforms to global clients, Tradeweb collects and stores sensitive trading information, including personal data, over the course of our business operations. As such, Tradeweb is therefore subject to risk of cyber attacks, data breaches, and other security threats. As a financial technology firm that relies on the security of our data and systems to protect both ourselves and our clients, we are committed to our privacy and information security obligations. Our customers and global regulators expect us to maintain a high grade of security to safeguard the information they trust us with. Investment in Data Privacy and Cybersecurity mitigation and management continue to remain a top priority to our firm.

Tradeweb has a comprehensive data privacy and cybersecurity program based on recognized industry standards which [is/are] embedded in our global risk management program. We have an established governance structure, as well as comprehensive policies and processes aligned with industry best practices to manage and protect data in accordance with applicable laws and regulations. Additionally, we employ multi-level internal controls and testing frameworks, data life-cycle management, and other security practices. To ensure our policies are upheld throughout the organization we have dedicated global teams and a wide range of security measures that are constantly evaluating various privacy and security threats, identifying associated risks, prioritizing remediation efforts, and implementing necessary safeguards to ensure continued protection to the information systems, network and data used in our business. We maintain a comprehensive Privacy Policy governing the personal data that Tradeweb collects for those accessing any of our products or services, visiting any Tradeweb website, contacting us or requesting further information regarding a product or service. It also describes how personal data is used and processed by Tradeweb and for what purposes we process it. For information on our third-party data provider management terms and conditions please see our publicly disclosed policy, [here](#).

As the sophistication and prevalence of cyber attacks continue to evolve and grow, we understand the importance of, and prioritize, training everyone who is involved in the process of safeguarding sensitive information. We provide mandatory education, training and testing to all employees via video-based training with scenario simulation, privacy and security blogs, mock email phishing campaigns, and other trainings on identification of unusual activities leading to potential cyber attacks. We also provide regular, specialized training for individuals who have access to sensitive information. We perform extensive third-party cyber risk management review and require our third-party service providers to comply with industry-standard security and control standards. We have an established incident response plan that is discussed regularly to identify, report and respond to suspected or actual security or privacy incidents. Internal and external auditors periodically review our security programs for their effectiveness.

As a leader in our industry with a sharp focus on transparency and compliance, Tradeweb is involved with various external organizations with a goal to protect not just the firm, but to help protect the overall financial sector. We are a member of the Financial Services Information Sharing and Analysis Center (FSISAC) and a member of various committees of Securities Industry and Financial Markets Association (SIFMA) working toward a common goal to protect financial institutions. For example, we worked closely with these organizations and other entities in providing comments to cyber reporting rule changes proposed by the Securities and Exchange Commission (SEC). It is critical to remain diligent and engage in industry-wide practices to protect Tradeweb and client data, ensure comprehensive management of that data, and protect against security threats. As a company we remain committed to the highest possible standard with regard to these areas of our business.



Environmental Actions and Impact

Tradeweb continues to make progress toward quantifying and reducing our carbon footprint, growing our use of renewable energy, advancing sustainable finance, and creating solutions to help our clients pursue investment in climate-aligned strategies.

\$534M ADV

for CBI-screened
Global Green Bond
Trading in 2021

48%

Global Energy
Consumption covered
by renewables & other
non-emitting energy

3,556 MT CO₂e

Tradeweb Total
2021 Emissions*

* based on available data as of year-end 2021



GOALS AND 2021 HIGHLIGHTS

Tradeweb is committed to understanding the full extent of our environmental impact and to working toward minimizing our global emissions footprint.

Building on the data collection and reporting from our last Sustainability Report, we put dedicated focus in 2021 on refining and expanding this data. Through information provided by our third-party providers including data centers, leased office space, and employee travel booking partners, we were able to obtain a more detailed view of the energy we consume and the emissions that are produced from our global operations.

Our main environmental goals are to reduce our overall energy consumption and emissions where possible, and to move toward renewable energy coverage, or direct sourcing of renewable energy for our Scope 2 energy usage. While we have not yet committed to a Net Zero target, this is something we are currently progressing toward. We believe it is prudent to chart the course to Net Zero, before outwardly committing, and once we are confident this goal can be reached by an intended target date, we intend to formally commit to such a goal. It is our intention to reach 100% renewable energy coverage over time by working with our office space, data center, supplier and vendor partners, as well as exploring Renewable Energy Certificates for the percentage of energy usage unable to be sourced by renewables directly. A formal strategy for renewable energy sourcing or coverage, as well as Scope 3 carbon capture offsetting, is an environmental priority that we are working on incorporating into our longer-term corporate strategy over the next 18 months.

TCFD-RELATED DISCLOSURE ITEMS



Governance

The governance structure around assessing climate-related risks and opportunities spans from our ESG team, ESG Steering Committee and ESG Board Liaisons. Please see the [Our ESG Leadership](#) section of this report for more detail.



Strategy

Tradeweb has a framework for our Climate and Environmental strategy described below that sets the groundwork for more detailed analysis of potential climate-related risks and opportunities affecting our business. We are in the process of formalizing our analysis of climate-related risks to our business. We are constantly monitoring risks to our business in the event of a disaster, including natural disasters. Tradeweb has established disaster recovery and business continuity plans, which include disaster recovery centers in multiple locations across the world. We believe this infrastructure would support 100% of our capacity, [based on an analysis of our average daily capacity in 2020], in the event that any climate-related weather events affect the locations in which we have leased office space or data center locations. We are also closely monitoring the voluntary carbon markets, as well as renewable energy credits, and carbon capture technology to identify areas of operational and financial opportunity and risk. We are also exploring and analyzing cloud computing solutions that may provide environmental and operational benefits across our business. In the future, following a formal analysis and environmental program implementation, we expect to report in greater detail on impact and resilience measures.



Risk Management

Organizational identification, assessment and management of climate-related risks and opportunities is under consideration and is expected to be reported in a more formal TCFD Report forthcoming.



Metrics & Targets

For disclosure of Scope 1–3 GHG emissions and associated goals and targets, please see the [GHG Reporting – Scope 1, 2 and 3 Emissions section](#).

Our approach to environmental management and climate action is built on three pillars:

Data Collection

We work closely with our partners to refine available data sets to best capture the full picture of the environmental impact of our operations. This encompasses our GHG emissions reporting in line with Scopes 1–3 with the longer-term goal of producing a full TCFD report. The first step to setting goals is producing a baseline on which the remainder of our strategy will be built.

Risk & Opportunity Assessment

Building on the foundation of data, we aim to identify and interpret potential risks and opportunities that arise from both the regulatory and physical environment from dual perspectives: the impact of environmental scenarios and risk to our business; and the potential impact on the environment from our business. Both are increasingly important to our employees and our investors, to provide a full view into our environmental performance, and to drive action toward continual improvement. Through current internal assessment and future goals of external consultation on scenario analysis and climate risk assessments, we endeavor to incorporate climate scenario analysis and climate risk assessment, mitigation, and planning measures.

Action Toward Our Goals

Our future goals consider where we are today, the risks and opportunities of both action and inaction, and the steps we need to take to accomplish our goals, as we progress toward being the most sustainable business we can be. As a first step in acting toward our goals, we have identified ways in which we can easily reduce our footprint, as outlined in this report. We have also integrated sustainability considerations in decision-making across our facilities and operations departments for current and future projects. A final step in our climate action plan is to understand the opportunities for investing in technologies, projects, and RECs to cover or offset the energy we are not able to reasonably source directly from renewables – a strategy consideration that is currently underway.



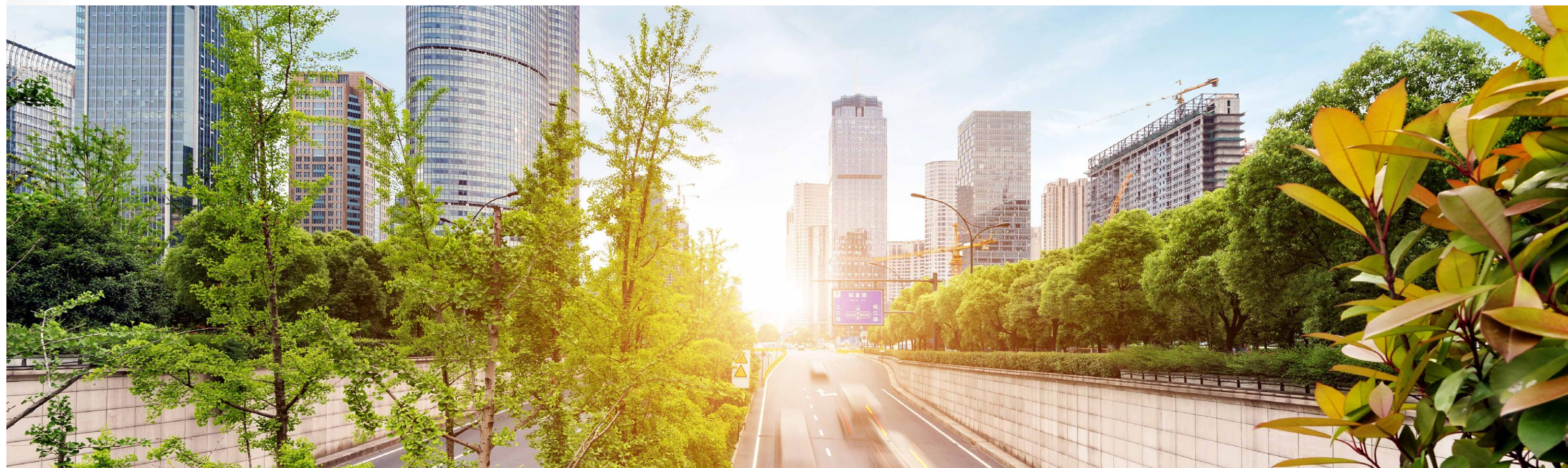


Building on our goal to increase the granularity of environmental data we gather, and to provide full Scopes 1–3 CO₂e emissions reporting in line with the GHG Protocol, we have worked closely with our operational vendors and partners to collect a stronger and more comprehensive data set wherever possible. In anticipation of proposed climate-related disclosure requirements, our progress on data collection has made Tradeweb well-positioned for such potential reporting requirements in the future. The environmental reporting in this report is produced using an operational control organizational boundary, as is defined by the GHG Protocol.

Scope 1

DATA COLLECTION

Given the structure of our operations, according to the GHG Protocol, Tradeweb does not have any direct Scope 1 emissions. Per the Science Based Targets Initiative (SBTi, an organization enabling organizations to set science-based emissions reduction targets), a reporting company can choose to model purchased heat and steam emissions as if they were Scope 1, or maintain them in Scope 2 reporting. Tradeweb has chosen to keep them disclosed in Scope 2 as, in many cases, heating and cooling is included in the energy or electricity data we receive. Given this guidance is only a recommendation, we maintain the reporting of these metrics in our Scope 2.





Scope 2

DATA COLLECTION

Our Scope 2 indirect emissions are derived from data collected from our leased office spaces and data centers representing our full year 2021 energy usage consistent with the operational control organizational boundary and the market-based method. The conversion factors used to estimate net emissions were taken from the 2021 edition of the U.S. EPA GHG Emission Factors Hub, for offices and data centers located in North America, and the DEFRA's GHG Conversion Factors for the UK. Similarly, for our offices and data centers located in Asia, we have used regional and data center specific emission conversion factors. Energy consumption and emissions related to Tradeweb per-desk occupancy in the European coworking space have been obtained directly from the office space provider.

U.S. DATA CENTERS AND OFFICE LOCATIONS

The majority of Tradeweb's emissions are from energy consumption in our leased U.S. data centers and leased U.S. office space. Through our Environmental Management Strategy, we are actively engaged with these partners to advocate for renewable energy usage and energy efficient practices. Continuing this work is a focus area of our Climate Action plan in 2022.

2021 SCOPE 2 EMISSIONS FROM ENERGY USAGE - CONSUMPTION BY LOCATION AND ENERGY TYPE

CATEGORY	LOCATION	TOTAL CONSUMPTION (MWh)	RENEWABLE ENERGY (MWh)	NONRENEWABLE ENERGY (MWh)	% RENEWABLE	EMISSIONS (MT CO ₂ e)
LEASED OFFICE SPACE (Electricity & Heating)	EUROPE	87	87	0	100%	0
	ASIA ¹	21	0	21	0%	11
	U.S.	2,525	0	2,525	0%	850
	TOTAL	2,633	87	2,546	3%	861
DATA CENTERS	EUROPE	3,688	3,688	0	100%	0
	ASIA ²	501	0	501	0%	252
	U.S. ³	6,505	428	6,077 ⁴	7%	1,593
	TOTAL	10,694	4,116	6,578	38%	1,845
TOTAL SCOPE 2	EUROPE	3,776	3,776	0	100%	0
	ASIA ¹	522	0	522	0%	263
	U.S.	9,030	428	8,602	5%	2,443
	TOTAL	13,328	4,204	9,124	32%	2,706

TOTAL GLOBAL SCOPE 2 ENERGY CONSUMPTION



- 32% Renewable (MWh)
- 52% Nonrenewable (MWh)
- 16% Non Emitting (Nuclear) (MWh)

SCOPE 2 RENEWABLE ENERGY MIX

Data regarding the renewable energy coverage for Scope 2 emissions was provided to us directly from our data center, and leased office space partners and consists of a mix of Renewable Energy Credits (RECs) in the North American region, direct renewable energy sourcing in some U.S. data centers, Renewable Energy Guarantees of Origin (REGOs) in the UK, and Guarantees of Origin (GoOs) in the Netherlands (/Europe).

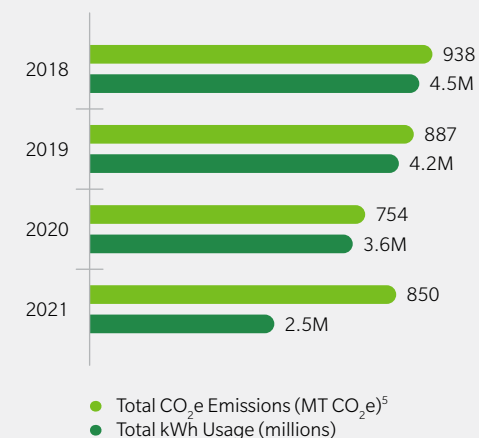


- 32% Wind
- 64% Bioenergy
- 1% Solar
- 2% Hydro
- 1% Other Renewables

2021 TOTAL U.S. OFFICE EMISSIONS

Office energy consumption in kWh, inclusive of lighting and heating, in our U.S. and UK offices, has been provided by the buildings directly, and represents Tradeweb-specific consumption. CO₂e emissions for the electricity used in Tradeweb U.S. offices have been calculated by using the U.S. EPA eGrid Subregion, to derive Total Output Emission Factors for CO₂, CH₄ and N₂O.

Tradeweb UK and EU office locations are covered 100% by renewable energy and therefore do not produce emissions.



- 1 Asia electricity data does not include HVAC consumption. We were not able to report this data because it is not currently being tracked by our office space provider, and we were unable to provide an estimate due to insufficient historical and benchmark data.
- 2 Emissions for one of the data center partners in Asia were calculated through a monitoring tool that provides SNMP data for our registered PDU. PRTG saved data was available from February 2021. January 2021 has been calculated as an average of the remaining 11 months.
- 3 Tradeweb-specific data was provided for all the data centers located in the U.S. However, in the case of one U.S. data center, where branch circuit monitoring was not in place for one of the Tradeweb occupied locations, we used the peak power in kW manually audited in December to estimate the overall year consumption.
- 4 2,199.66 MWh (36.20%) of the 6,077 MWh are covered by nuclear power. While it is not considered a renewable energy source, therefore included in this value, it does not create CO₂ emissions so it is not included in our emissions calculation.
- 5 Numbers have been adjusted from 2020 CSR to include CH₄ and N₂O emissions, in addition to CO₂ emissions. Regional conversion factors from the eGrid have also been used for each of our U.S. locations compared to the national average conversion factor used in the previous reporting cycle.



Scope 3

DATA COLLECTION

We have endeavored to increase the extent of our Scope 3 emissions reporting by working closely with our vendors and following Scope 3 GHG Protocol and SBTi guidance on proper assumptions where data was not available. While we have not been able to collect emissions data for our water consumption and from our supply chain vendors (such as pantry item food and beverage vendors, supplies vendors, etc.), we are able at present to report on other material Scope 3 emissions activities related to our business: employee business travel, commuting (including remote work), and waste generated from business operations. As in our Scope 2 calculations, conversion factors provided by the U.S. EPA and UK DEFRA were used to calculate emissions, unless otherwise stated.

While we are not currently able to fully report emissions from our supply chain partners, we understand that sustainable business practices reach beyond the operations of a company and extend to the companies and organizations with which

they do business. As such, Tradeweb has made significant progress this year on our supply chain monitoring and engagement, by including a formal supplier and vendor questionnaire that requires potential partners to disclose whether or not they track their environmental footprint, or if they have any science-based targets or Net Zero plans, as well as questions relating to other ESG topics such as human rights, diversity policies and minority ownership status, as well as expectations of sub-contractors. We also endeavor to understand the environmental footprint of our suppliers and plan to work to include such information in future reporting where relevant, available, and reliable.

BUSINESS TRAVEL

Business travel emissions in this report include air travel, rail travel, and hotel stays. They have been calculated using the GHG protocol Scope 3 distance-based method. Tradeweb is currently assessing our ability to include taxis and ride-shares

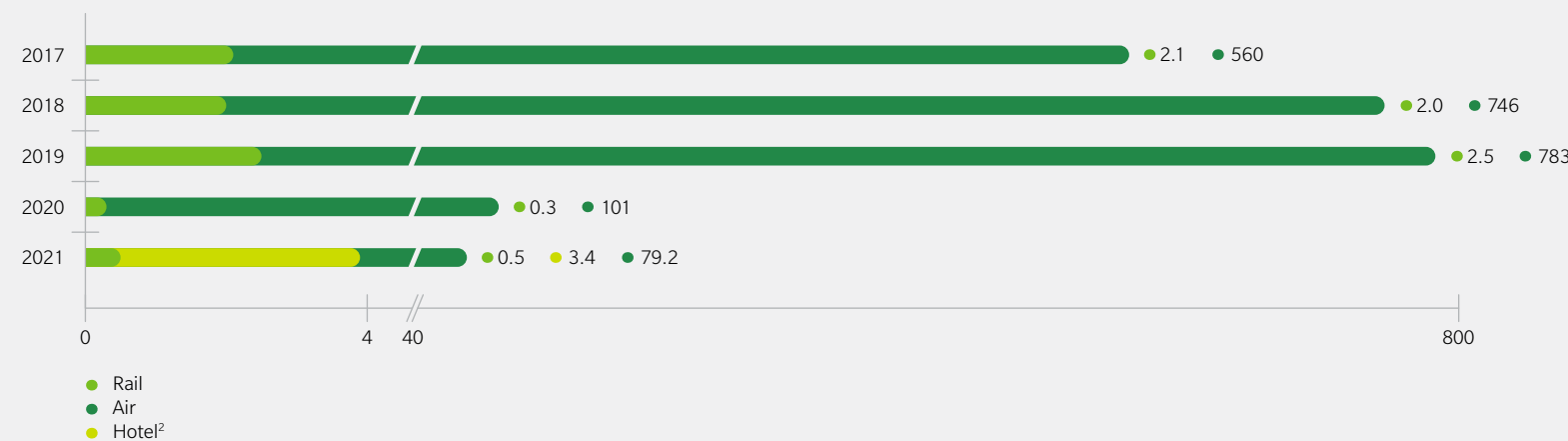
into business travel emissions calculations, and hopes to be able to reliably do so in future reporting cycles. Air and rail travel emissions have been calculated directly by our third-party booking partner and are based on the guidelines produced by DEFRA's GHG Conversion Factors. The method takes into consideration the total distance of a flight segment, the seat class of flight, and radiative forcing (RF).

Although Tradeweb welcomed employees back to the office in a hybrid capacity over the course of 2021, we saw employee travel remain low, in fact even lower than 2020. Work-related travel did resume toward the end of 2021 once our Tradeweb work travel ban was lifted, and any employee requesting to travel for work was required to have that travel approved by the Tradeweb Health and Safety Committee. Regional travel picked up slightly toward the end of the year, as did international travel; however, there were only three months where international travel was observed for Tradeweb employees in 2021. These factors, in conjunction with other

efforts by Tradeweb to reduce short-haul travel in Europe, led to reduced air travel for 2021 as compared to 2020.

Tradeweb started in 2021 to track the emissions linked to hotel stays during employees' business travels. Calculations are based on the data provided by our expense reporting partner; therefore any stays booked outside of that system or not expensed through our partner were not captured in the emissions calculations. CO₂e emissions for this category have been calculated using Cornell University Hotel Sustainability Benchmarking Index 2021: Carbon, Energy, and Water. For the calculations, we used the mean emission factor per specific location, or per country when specific location was not available, of the Index Measure 3—Hotel Carbon Footprint Per Occupied Room (kgCO₂e).

SCOPE 3 – MT CO₂e EMISSIONS FROM BUSINESS TRAVEL¹



1 All data gathered through third-party booking partner. Excludes rail and train travel not booked via our booking partner.
 2 Started tracking in 2021



Scope 3 Continued

WASTE

The waste data provided below encompasses the data specifically from leased office locations where available, which includes both our London and New York City offices. Tradeweb’s waste total has been estimated according to the square footage occupancy, as a percentage of the overall building’s square footage total. For the remaining U.S. offices, where waste data was not available, assumptions based on square footage and occupancy were made to estimate approximate Tradeweb waste production. Where no information on the building waste management for non-recycled waste was available, it was assumed that the waste was landfilled and emissions were calculated accordingly using the landfilled Mixed MSW EPA conversion factor.

We are looking to continually expand and refine the waste data we are able to obtain in order to capture the global impact of our operations and, as such, data from our Asia offices and one EU location were not captured in the analysis below.

EMISSIONS FROM EMPLOYEE COMMUTING

Emissions from employee commuting have been calculated using the GHG Protocol Scope 3 average-data method. We were able to use Tradeweb-specific data in estimating the number of commuting days per week and number of weeks worked per year, using both human resources and leased office buildings’ systems to obtain exact data on full-time employees’ visits per week per office during 2021.

Average national data on commuting patterns, such as average daily commuting distance and modes of transport, were sourced from the most recent available data from the UK Department for Transport’s National Travel Survey and the U.S. Department of Transportation’s National Household Travel Survey. Employees’ commutes to our Asia and other EU offices, representing only 2% of Tradeweb employees’ global commutes for 2021, were included into the calculations of the UK data.

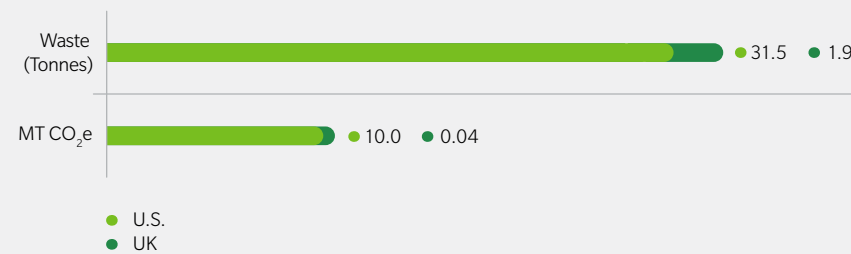
As we continue to refine and expand our data collection, we aim to continuously review both the average-data method and distance-based methods to ensure we best reflect Tradeweb commuting assumptions into the future, based on an evolving dataset.

REMOTE WORKING

Per GHG Protocol, remote working is an optional disclosure as part of Scope 3 Employee Commuting emissions. Given the increased relevance remote working has gained during the pandemic, we find it appropriate to include this category in our analysis. To do so, we followed the base case methodology outlined in EcoAct’s [“Homeworking emissions Whitepaper”](#). While we utilized assumptions and formulas provided in the paper, we also integrated Tradeweb-specific data wherever possible. This included the specific number of days worked from home – tracked through both human resources and leased office buildings’ systems – and public and personal holidays of full-time employees in three different regions (U.S./UK&EU/Asia).

As hybrid working models become increasingly common following the COVID-19 pandemic, we expect more research on the impact of emissions related to remote working to be available in the future, and will continue to monitor updates to refine this calculation as/where appropriate.

2021 CO₂e EMISSIONS FROM WASTE GENERATED IN OPERATIONS





Additional Environmental Metrics

RISKS AND OPPORTUNITIES ASSESSMENT

Given the nature of our business, our impact on the planet is small in comparison to high-emitting industries. Because of this, our industry has not yet been included as part of any regional carbon emissions cap program nor has any current regulation been imposed on Tradeweb with regard to our environmental impact or reporting. We believe that the management of environmental risks and opportunities will contribute to longer-term stability and the value proposition for our company. Tradeweb is currently assessing potential risks and opportunities on various aspects of our business operations based on climate scenarios and future regulation, which we intend to formalize in future reporting.

ACTIONS TOWARD OUR GOALS

After assessing our opportunities for moving toward a significant reduction in our use of nonrenewable energy, one clear path is to work with our data center and leased office space partners to move toward 100% coverage by renewables. We are proud that our data center partners around the world are already heavily committed to renewable energy coverage or sourcing, and we continue to communicate the importance of this and strategize with them to find ways in which we can reach our goal of 100% coverage over time. We are focused on implementing energy efficiency strategies, where possible, throughout our global operations.

Our emissions reduction actions can also be seen through a new approach in our international offices, transitioning members of our various sales teams from the main London office to regional coverage locations. This transition directly reduces the emissions from travel that was previously needed to visit European clients from an office location based in London. These employees now have the opportunity to live and work in the region they support, which significantly reduces the amount of air travel needed to visit clients during the regular course of business. Since we implemented this strategy, four employees in sales were relocated from the London office to other regions in Europe to be closer to clients. Following this, we have hired five more employees within those regions in Europe, building regional presence and expanding employee count in these areas. Tradeweb plans to continue this initiative as/where appropriate, going forward.

Additional actions toward our goals include practices and implementations outlined in the [Responsibly Reducing Waste](#) section.

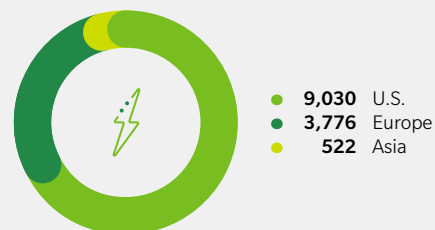
EMISSIONS INTENSITY

2021	SCOPE	EMPLOYEE HEADCOUNT ¹	EMISSIONS (MT CO ₂ e)	EMISSIONS PER EMPLOYEE (MT CO ₂ e)	PER \$ MILLION NET REVENUE (MT CO ₂ e) ²
ELECTRICITY	2	1,046	861	0.82	0.80
DATA CENTERS	2	1,046	1,845	1.76	1.71
EMPLOYEE COMMUTING	3	1,046	71	0.07	0.07
REMOTE WORKING	3	1,046	686	0.66	0.64
BUSINESS TRAVEL	3	1,046	83	0.08	0.08
WASTE³	3	1,046	10	0.01	0.01
TOTAL	2, 3	1,046	3,556	3.40	3.31

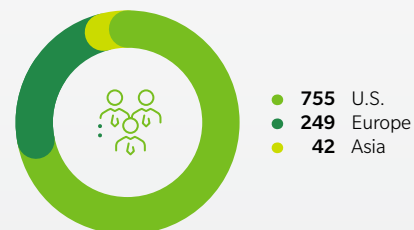
TOTAL TRADEWEB 2021 CARBON FOOTPRINT

	MWh	MT CO ₂ e
TOTAL SCOPE 1	N/A	N/A
TOTAL SCOPE 2	6,925*	2,706
TOTAL SCOPE 3	N/A	850
TOTAL	6,925	3,556

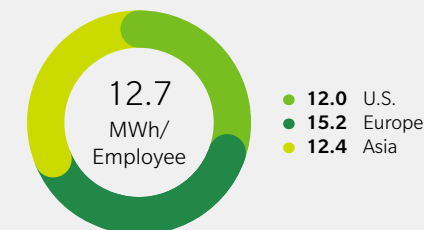
ABSOLUTE GLOBAL ENERGY CONSUMPTION (MWh)⁴



GLOBAL NUMBER OF FULL-TIME EMPLOYEES¹



GLOBAL ABSOLUTE ENERGY INTENSITY (MWh per Employee per Region)



* Emitting energy

1 As of 12/31/2021

2 Representing emissions intensity per \$ million of Net Revenue for 2021

3 Excludes Asia and EU locations

4 Scope 2

Responsibly Reducing Waste

Tradeweb Single-Use Plastic Reduction Resolution

Moving away from single-use plastics is a good and necessary endeavor. Tradeweb is acting to decrease the amount of plastic waste that enters our ecosystems and to reduce demand for such a high-emitting and environmentally destructive material.

In partnership with the members of our Sustainability Action Network employee group, we put into place the first step in our Single-Use Plastics resolution—our commitment to reducing the single-plastic items available to employees through our pantry offerings. The first action taken was to cease the purchasing of plastic water bottles and coffee K-cups for our U.S. offices. While our London office has long since provided alternatives to plastic bottles, we are proud that our U.S. offices have now followed suit. As of our return to office in the summer of 2021, plastic water bottles were no longer made available by Tradeweb. When Tradeweb employees returned to their office location, they were provided a new Tradeweb

reusable water bottle and encouraged to use our water stations to re-fill throughout their workday. We also replaced our main coffee offering to now provide bean-to-cup coffee machines in our U.S. office kitchens.

To further our commitment, we entered into an engagement with Oceanic Global to implement their [Blue Standard](#) for Tradeweb’s U.S. offices. Through the implementation of the Blue Standard, Oceanic Global will assess our current single-use plastic footprint to help us identify suitable alternatives alongside waste management solutions. Once achieved, Oceanic Global will recognize our plastic reduction efforts and innovative sustainability initiatives. This engagement started in 2021 and the results are expected to be completed in 2022.

In our London office, we made additional small but mighty changes driven by a focus on sustainability, including the removal of all small packages of cereals, removal of single-use cups saving 1,000 cups a month, reducing our printer fleet, removal of plastic cutlery for our in-house events, and sourcing local and sustainable products for our office including for our office refurbishment.

In our U.S. office pantries, in addition to the reduction of some of our plastic items, we have integrated healthier snacks and reduced the amount of single-serve packaged items, while bringing back fresh fruit options.

Additionally, for U.S. offices, we reduced our printer fleet and implemented badge-to-print features on printers to reduce unwanted or over-printing. This is estimated to have saved, during 2021, 23,566 pages and 117.57 kg of solid waste.

Partnering with Environmental Stewards in E-Waste

Over the course of our journey to integrate sustainability considerations into all we do, Tradeweb conducted an audit of our E-Waste vendors to ensure their business was not only best-in-class, but also had certifications above and beyond what their operational regulation requires, providing clear information on how their company ensures environmental protection over the course of their business operations.



Eliminating the purchase of plastic water bottles and plastic K-cups from our U.S. offices has reduced our environmental impact by approximately

4,600

cases of plastic water bottles per year representing an approximate annual CO₂e reduction of*

18 MT

and a reduction of over

4,700

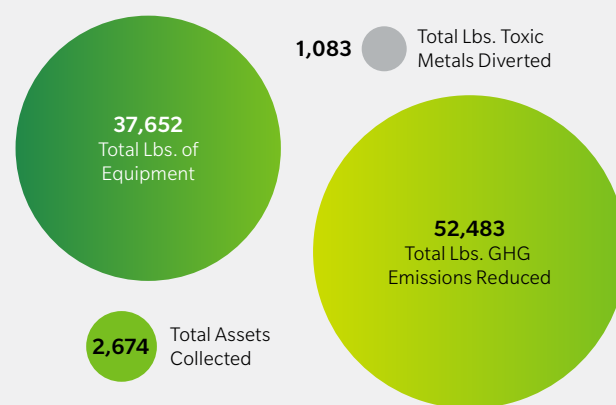
boxes of plastic K-Cups per year

* CO₂e emissions were calculated by assuming 48 0.5l water bottles in each case, and by using a CO₂e conversion factor that covers the emissions created during the entire life cycle of a plastic water bottle.

LIQUID TECHNOLOGY, OUR U.S. E-WASTE VENDOR

Liquid Technology possesses the e-Stewards Standard for Ethical and Responsible Reuse, Recycling, and Disposition of Electronic Equipment and Information Technology Version 4.0®, is ISO 14001:2015 compliant, ISO 45001 compliant, and has NAID AAA Certification® for their business, and requires any sub-contractors to uphold e-Steward (or equivalent) certifications based on the jurisdiction of operation. By using Liquid Technology for our electronic equipment disposal, we know that, whenever possible, this equipment is recycled or upcycled, the destruction process is environmentally friendly, and that no waste is ever shipped overseas or destined for a landfill.

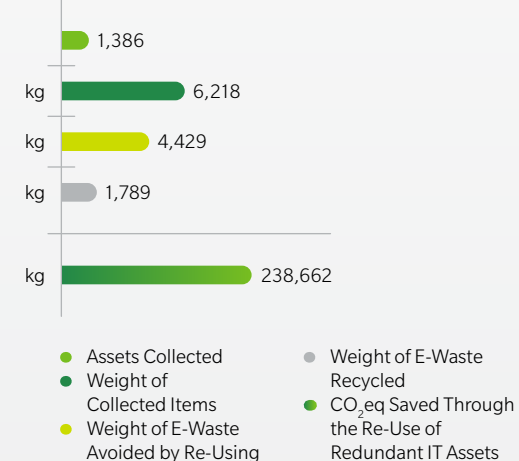
TOTALS FROM LIQUID TECHNOLOGY (2018–2021)



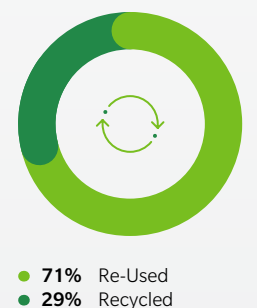
CHARTERHOUSE MULLER, OUR UK E-WASTE VENDOR

Charterhouse Muller possesses ISO/IEC 27001, ISO 14001 and ISO 9001 certifications, and holds an ADISA accredited distinction. Additionally, they are a Blancco Silver ITAD Partner, which is a program that builds and maintains strong security policies and safeguards sensitive data that sets themselves apart from their competitors by achieving best practices, meeting compliance requirements, and building processes to maximize efficiency.

TOTALS FROM CHARTERHOUSE MULLER (2018–2021)



RE-USED VS. RECYCLED CHARTERHOUSE MULLER (2018–2021)



Sustainable Finance Solutions

We continue to promote the visibility and accessibility of Green Bond trading activity across a wide range of asset classes, as well as to provide more clarity around our own Green Bond trading volumes.

Over the course of 2021, we have added Green Bond highlights across our platform, including Global Credit, European Government Bonds and Suprationals, Repo, Chinese Bonds, and Convertibles.

Green Bond Trading Volumes and Market Insights

Operating at the center of global trading, we are well-positioned to provide valuable insights to the market. This premise extends to ESG and sustainable trading trends, through our regular tracking of Green Bond markets in conjunction with our partner, the Climate Bonds Initiative (CBI). 2021 saw another year of record global Green Bond issuance and increased demand, leading to another record year for Green Bond trading on Tradeweb—reconfirming Tradeweb as one of the leading fixed income marketplaces for Green Bond trading. Through our partnership with CBI, we continue to provide transparency to our clients for their sustainable investment strategies.

As Tradeweb does not provide investment advice or management, our contribution to sustainable financial markets is achieved through providing such data and analytics to our clients and to help provide trading efficiencies for sustainable securities trading.

Tradeweb has been working with our clients to best understand their needs as it relates to trading Green Bonds and other labelled securities, the data that propels these strategies, and how we can help clients execute on their ESG-aligned or sustainable investment and trading strategies. From these conversations, in addition to highlighting Green Bonds on Tradeweb screens globally, we have added ESG reporting enhancements and provided dealer rankings for Green Bond trading. We also endeavor to continuously inform the market on trends we are seeing for sustainable bond trading and pricing differences between the trading of green and non-green securities across global fixed income markets.



2021 CBI-SCREENED* GREEN BONDS ACCOUNTED FOR

\$136B

of the total \$148B in Green Bond trading volume executed on Tradeweb, an overall YoY increase of

71%

AVERAGE DAILY VOLUME FOR 2021 WAS

\$534M

increasing by

72%

from 2020

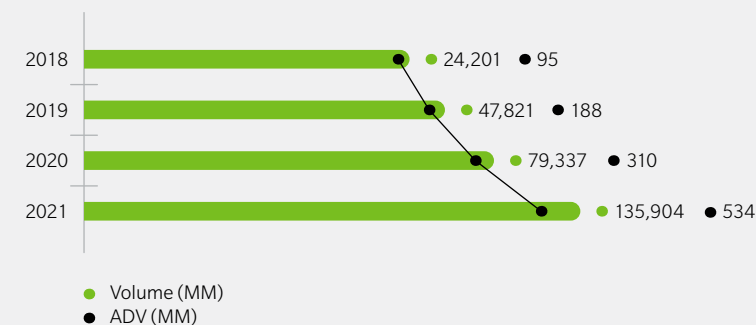
80%

of the volume was driven by European Government and European Credit bonds

CBI-SCREENED* GREEN BOND TRADING VOLUME

Further breakdown of Green Bond trading by asset class is posted and updated monthly on the [ESG Data & Trading Insights](#) page of our website, as well as additional content and insights that continues to expand and evolve.

* CBI-screened Green Bonds are aligned with CBI definitions of 'Green' as of 12.31.2021





Helping Our People and Communities Thrive

FOR OUR PEOPLE

Tradeweb continues to foster and grow a lively and inclusive workplace, advancing our progress on diversity, equity and inclusion (DE&I) while providing numerous opportunities for career development and personal growth.

FOR OUR COMMUNITIES

To support our communities, we fund and act on local environmental challenges, on improving equitable access to education and opportunity, on increasing social mobility, and on healthcare for the underserved.

\$1.3M

invested in employee career development opportunities

80%

employee base engaged on global town halls

9

United Nations Sustainable Development Goals (UN SDGs) contributed to through Tradeweb philanthropy efforts



FOR OUR PEOPLE

Goals and 2021 Highlights

Tradeweb fosters a workplace community of inclusiveness, learning, innovation, diversity, and promise as our employees challenge themselves to new levels of greatness. In 2021, they were brought even closer together through innovative educational and interactive programming.

Our global employee networks continue to find new ways to make us feel closer, even as circumstances have led us to be physically apart.

In 2021, we made large strides on increasing the ethnic diversity of our employee base and on providing opportunities for our female leaders to thrive. Our highest social priorities for the near and long-term future are to continue to reach for greater equality in the gender and ethnic diversity of our employees, to maintain and grow our culture of inclusiveness, education, acceptance, and learning, and to ensure employees feel encouraged and equipped to be their genuine selves at work. We firmly believe that a cared-for, proud, and diverse workforce will power our innovation into the future. Tradeweb supports, respects, and protects the human rights of our employees, partners, and suppliers. As a global company and a responsible corporate citizen, we work to ensure the fundamental rights and freedoms of our employees and stakeholders are upheld and protected.



BUSINESS INITIATIVE

Tradeweb's Spotlight Dealer Diversity Program

In early 2021, Tradeweb began the process of thoughtfully crafting a program to best serve the Diverse Dealers that participate across our U.S. platforms. With strong contribution from, and collaboration with, our Buy-Side and Diverse Dealer communities, we have curated a unique, holistic initiative that provides what we believe to be genuine value to our Minority-, Woman-, Veteran-, and Disabled-owned dealers, and recognizing the value, expertise, and capabilities they bring to our trading ecosystem. The culmination of this initiative resulted in the formal launch of our Spotlight Dealer Diversity Program in 2022, as well as the introduction of our first trading protocol innovation under the program, in U.S. Institutional Credit.

The Spotlight Program is a holistic initiative focused on promoting our Diverse Dealers, and is designed to facilitate business and trading efficiencies with the global universe of Buy-Side firms taking liquidity on Tradeweb. The collaborative nature of this program allows for a natural evolution to include more products, as well as new ideas and opportunities.

We look forward to continuing to work closely with our clients to expand the scope of the program and identify new opportunities for enhancing business between the Buy-Side and Diverse Dealer communities on Tradeweb.

SPOTLIGHT INITIATIVES TO HELP BEST MEET UNIQUE NEEDS



Promotion programs via our web, social and trading platforms for increased visibility



Facilitate ongoing discussions to drive the evolution of understanding and best-serving the needs of participating and potential dealers



Trading protocol enhancements to facilitate efficient and effective business between clients and Diverse Dealers



Introduction and onboarding for disclosed trading

We believe that diverse teams make better decisions and create greater long-term value. We employ a strategy that allows for us to work toward our goal of creating a more diverse employee base, while maintaining a meritocracy.

As a priority, we strive to identify a wide and comprehensive range of talent to be considered for our open positions. In order to promote and source diverse talent, we partner with a number of organizations in our hiring processes and continue to expand our partnerships with those we work with already, to ensure we have appropriate channels through which to source talent. To that end, we currently work with approximately 18 organizations globally with a specific focus on sourcing eligible candidates from a variety of backgrounds and skillsets for open positions. In addition to the organizations listed below, we have long partnered with Direct Employers to post roles to over 300 diverse job boards globally, to ensure our direct sourcing of candidates is representative of our diversity goals. Our partnerships with these organizations help us to cultivate a strong talent pipeline that will feed into both current and future employment opportunities at Tradeweb.

The following six organizations represent new partnerships we are proud to have added over the course of 2021.

New U.S. DE&I Hiring Partners in 2021

AMERICAN CORPORATE PARTNERS (ACP)

American Corporate Partners (ACP) is a national non-profit organization focused on helping returning veterans and active duty spouses find their next careers through one-on-one mentoring, networking and online career advice. Tradeweb has two active mentorship pairings and plan to continue to bring on more.

HIRING OUR HEROES

Hiring Our Heroes (HOH) connects the military community—service members, military spouses, and veterans—with American businesses to create economic opportunity and a strong and diversified workforce. Tradeweb has hosted one fellow and is looking forward to continuing this partnership.

MAKE A PLAY

Make a Play is a 501 (c) (3) non-profit organization that prepares underrepresented athletes for executive careers in competitive industries. Tradeweb is looking forward to being able to provide successful internship opportunities in the future.

New International DE&I Hiring Partners in 2021

COWRIE SCHOLARSHIP FOUNDATION

The Cowrie Scholarship Foundation aims to empower 100 disadvantaged Black British students over a decade, by funding their fees and living expenses in partnership with universities, donors and businesses, supported by mentors. Tradeweb secured three years of corporate funding for one student and kickstarted the relationship by hosting an internal Zoom with employees in Europe and Asia.

YOUNG INVESTORS SOCIETY

Young Investors Society provides quality financial literacy education and programs to students from all backgrounds and socioeconomic levels. Tradeweb intends to participate in three different events: Global Stock Pitch Competition, Dollar-a-Day Challenge and Access Initiative Day.

BIG CITY BRIGHT FUTURE

An annual three-week paid work experience program created specially to help school leavers who aspire to work within competitive industries. The aim of the program is to allow students to accelerate their career pathway by providing outstanding work experience before university. Year 13 Into University students were encouraged to apply to the Insight Day and Assessment Center in February 2022 to learn about the program and interact with representatives from 24 global organizations. Attendees then had the opportunity to submit their CV and interview for the three-week work experience program in July.

Additional DE&I Hiring Partners

- SEO/London
- Jopwell
- Shift
- Women's Bond Club
- National Gay and Lesbian Chamber of Commerce (NGLCC)
- Workforce Opportunity Services (WOP)
- National Association of Black Accountants (NABA)
- Streetwise Partners
- The Emily Krzyzewski Center (Emily K Center)
- First Workings, Cristo Rey Brooklyn High School
- Bender Consulting Virtual Career Fair
- Direct Employers



Diversity, Equity and Inclusion (DE&I) Data – Human Capital Metrics and Trends

Our DE&I strategy is based in sourcing candidates from a variety of backgrounds and skillsets, identifying a wide range of individuals to interview for open positions and basing hiring decisions on meritocracy.

It is through the partnerships we've established that we are able to expand our candidate search pools outside of traditional channels. Though 2021 brought new challenges across the globe, as a multitude of industries witnessed what news and media outlets commonly referred to as "the great resignation," we ventured to find new ways to connect with employees to retain talent. While Tradeweb witnessed

year-over-year improvements in our hiring efforts toward our diversity goals, our 2021 total global turnover was slightly elevated compared to 2020, at 13.9%. The 2021 turnover figure more closely resembles trends in turnover consistent with pre-pandemic levels for the organization. We see that trend is beginning to revert to prior levels into the 2022 calendar year, and have been steadfast in the advancement of our DE&I goals through strategic talent identification.

In an ongoing effort to improve our hiring practices our technology organization, which has been historically male-dominated, is leveraging new relationships to improve diversity recruiting efforts in 2022. We have also seen significant recruiting success of diverse junior talent from new partnerships with diversity organizations, leading to an overall year-over-year improvement of our U.S. minority employee base, up from 5.9% in 2020 to now account for 7.4% of U.S. employees as of the end of 2021.

At Tradeweb, we take an active role in celebrating the diverse perspectives, ideas, and backgrounds of our employees. We partner with many organizations globally that help us progress toward our goal of improving our diversity representation. As an example, I joined the Employer Advisory Board at Streetwise Partners so I can work closely with that organization to help them achieve their mission of providing mentorship and opportunities to diverse college students. We also have internal programs focused on understanding and learning about diverse cultures – where employees can speak about their experiences and other employees can learn and embrace the differences among us. Tradeweb also has focused programs for mentorship, career development, and leadership – all aligned with giving our female and diverse employees opportunities for growth. I am proud to say that we at Tradeweb are actively and consistently looking to make a difference."

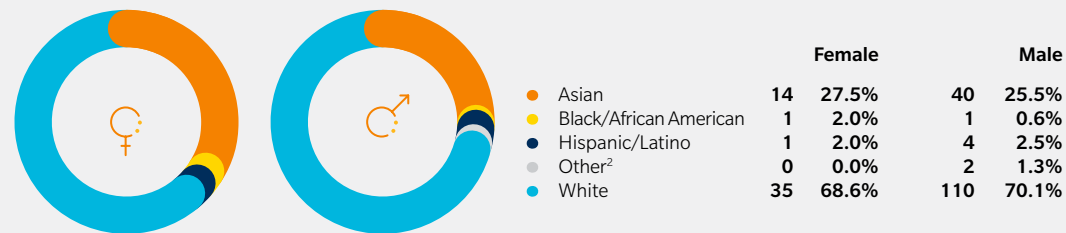


Fred Strobel
Global Head of Human Resources,
Tradeweb Markets Inc.

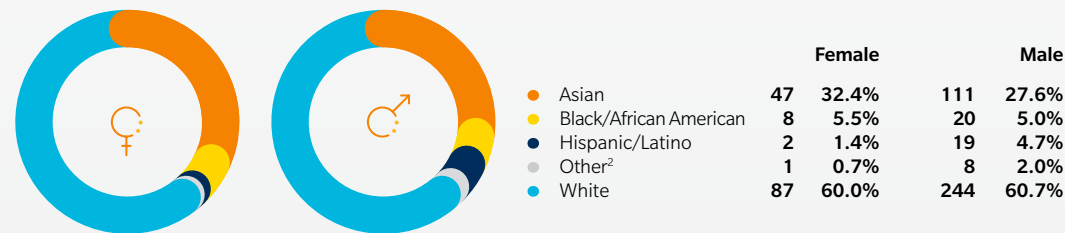
U.S. MANAGEMENT BY ETHNICITY

	ASIAN		BLACK/ AFRICAN AMERICAN		HISPANIC OR LATINO		OTHER ²		WHITE		TOTAL
MANAGEMENT¹	54	26.0%	2	1.0%	5	2.4%	2	1.0%	145	69.7%	208
ALL OTHER EMPLOYEES	158	28.9%	28	5.1%	21	3.8%	9	1.6%	331	60.5%	547
TOTAL U.S. EMPLOYEES	212	28.1%	30	4.0%	26	3.4%	11	1.5%	476	63.0%	755

U.S. MANAGEMENT¹ ETHNICITY BY GENDER



ALL OTHER U.S. EMPLOYEES BY GENDER



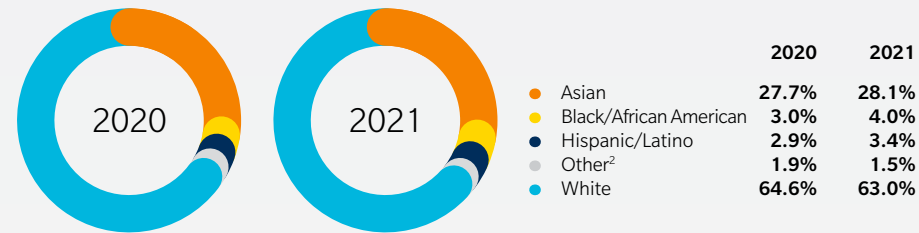
¹ Management is defined by employees that manage at least one other employee

² Other = self identification as "two or more races" or "American Indian or Alaskan Native"

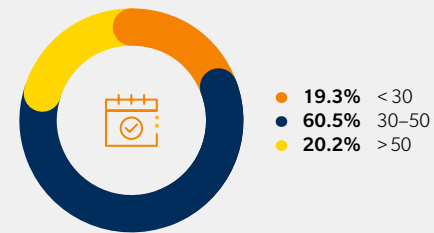
Note: Totals may not equal 100% exactly, due to rounding to one decimal place.

Tradeweb 2021 Global Employee Diversity

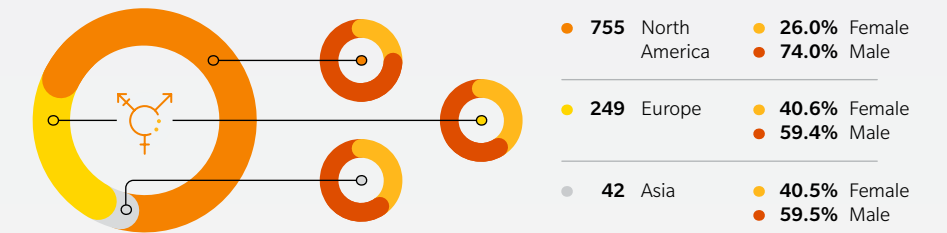
U.S. TOTAL ETHNIC DIVERSITY¹



GLOBAL WORKFORCE BY AGE¹



GLOBAL EMPLOYEE GENDER BY REGION



GLOBAL WORKFORCE BY GENDER¹



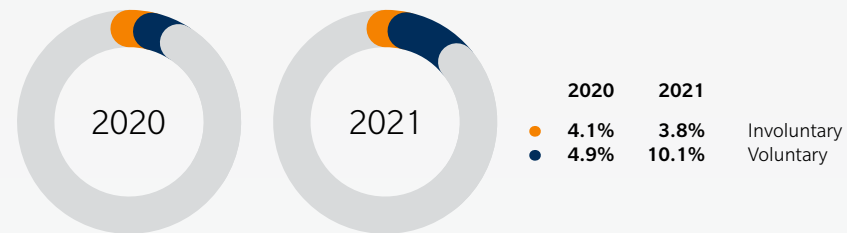
BOARD OF DIRECTORS BY GENDER



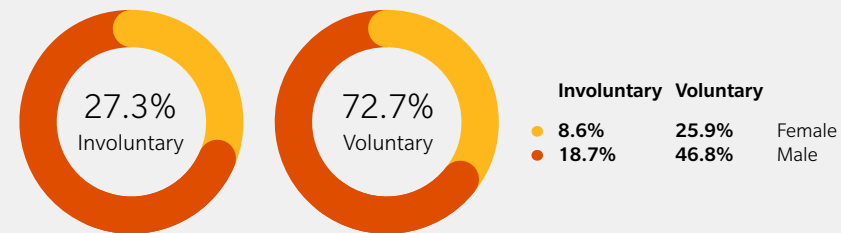
GLOBAL MANAGEMENT³ BY GENDER



GLOBAL TURNOVER



GLOBAL TURNOVER BY GENDER



¹ As of December 31, 2021

² Other = self identification as "two or more races" or "American Indian or Alaskan Native"

³ Management is defined by employees that manage at least one other employee

Advancing Women at Tradeweb

As an organization, we have long championed the advancement of women in the finance and technology fields, and have implemented programs and networks to help provide women with opportunities to both start and grow their careers at Tradeweb.

Our efforts toward these goals have been evidenced in an increase of female Managing Directors from 14.8% (13) in 2020 to 19.4% (20) in 2021, and an increase in women in management roles across all levels from 23% to 27% over the last year. One of our top priorities is to continue to provide opportunities for women to take on leadership roles and to increase female representation in management and executive management in the coming years.

This past year saw a pivotal moment for Tradeweb in the hiring of our new Chief Financial Officer, Sara Furber, the first woman to join the Tradeweb Executive Committee. Sara brings a wealth of experience to our executive management team having previously served as CFO for IEX Group. Prior to joining IEX in 2016, she was a Managing Director and a member of Morgan Stanley's Management Committee. She held several senior executive positions at Morgan Stanley, including Chief Operating Officer for Wealth Management. Sara previously served as Chief Operating Officer for Global Corporate and Investment Banking at Bank of America Merrill Lynch, after leading Investor Relations for Merrill Lynch during the global financial crisis and through its merger with Bank of America.

Another senior ranking woman added to the Tradeweb team this year, Devi Shanmugham, Global Head of Compliance, brings with her a depth of industry expertise and experience to our global compliance teams. Prior to joining Tradeweb, Devi served as the Chief Compliance Officer for Bloomberg Swap Execution Facility.

We aspire to continue to enhance our efforts toward creating an equitable, diverse, and inclusive environment at Tradeweb, expanding on the initiatives already in place, and building toward a workforce that best represents our larger society.

“Joining Tradeweb as the Chief Financial Officer is an important milestone in my career. Tradeweb is a unique company that is driven by innovation, which continues to transform the way our clients trade across global markets. Tradeweb’s culture supports that innovation mindset by welcoming diverse ideas and talent, which promotes growth and collaboration across the company. As the first woman, and minority, on Tradeweb’s Executive Committee, I have seen this culture at work firsthand. I have received an enthusiastic welcome and been quickly able to contribute my perspective to a strong leadership team. I believe that my experience and example will help attract and lead the way for other diverse and female talent to achieve their professional aspirations, which will continue to fuel Tradeweb’s next chapters of success.”



Sara Furber
Chief Financial Officer, Tradeweb Markets Inc.

“As a woman in the legal and compliance field I have had a long career within historically male-dominated industries. In my career journey leading up to and including becoming the Global Head of Compliance at Tradeweb, I have been driven by a mission to master my craft, build my technical expertise to advance my career, and inspire other women to do the same. It is critical for young girls to have someone that looks like them in leading positions in corporate America, to have that reinforcing notion of “that could be me one day.” I value the opportunities that Tradeweb creates for women in roles across the finance and technology fields, and am happy to be able to share my experiences and perspective to help drive opportunities for women at all levels of their careers.”

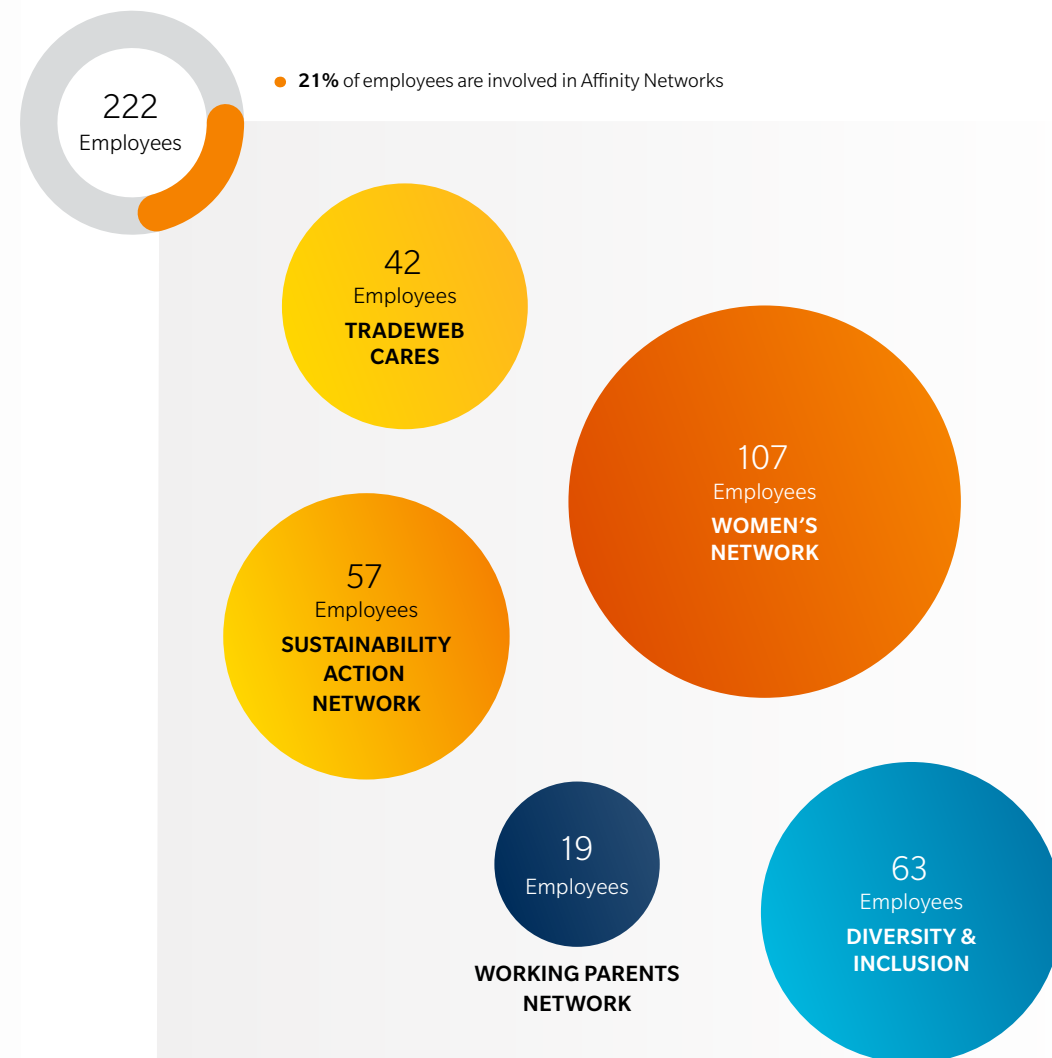


Devi Shanmugham
Global Head of Compliance, Tradeweb Markets Inc.

Affinity Networks in Action

Our employee affinity networks are creating real and lasting change at Tradeweb and, through the collaborative work of these networks and our operational teams, adding enhanced opportunities for our company and our people.

AFFINITY NETWORKS BREAKDOWN



Global Women's Network

Each year, our Global Women's Network continues to expand employee participation and find new ways to engage women both in our company and throughout our industry and communities. The Europe & Asia branch of our Global Women's Network extended our partnership with The Girls Network, a charity that works with girls from the least advantaged communities by connecting them with a mentor and a network of professional female role models. Over the course of 2021, 10 women at Tradeweb dedicated their time to the year-long commitment of working with a mentee. The Global Women's Network continues to provide skills-building, educational, and career-relevant programming for employees and to bring topics affecting women in the workplace front and center. In support of the 2021 annual International Women's Day, and the theme of #ChooseToChallenge, our Global Women's Network hosted several virtual events for men and women to celebrate female empowerment and all of the women here at Tradeweb. A total of 239 employees attended across the four internal sessions.

“I #ChooseToChallenge: Creating a more inclusive world by challenging gender bias and celebrating women's achievements.”



Lisa Schirf
Managing Director,
Global Head
of Data Strategy

“I #ChooseToChallenge my colleagues, my family and myself to view all people as unique individuals whose ideas and contributions are valued and given equal consideration.”



Anita Staussi
International
Finance Managing
Director, Tradeweb
Europe Limited



Another program the Tradeweb Global Women's Network brought to our global clients and employees was a talk from Sarah Thomas, the first female NFL official. Over the course of this session, Sarah recounted her experience breaking ground and blazing a trail as a woman in a male-dominated industry – drawing parallels to the challenges faced by women, including those at Tradeweb, who are doing so in the finance and technology industries.

DE&I Committee

In 2021, our Diversity Equity and Inclusion Committee brought Tradeweb employees together as colleagues and people, to discuss pressing and difficult topics. These virtual sessions, named the “One Tradeweb” series, educate our people on inclusive behavior and provide an outlet to share experiences and cultures. The first step to creating an inclusionary environment is understanding what others face.

SOME EXAMPLES OF ONE TRADEWEB GLOBAL PROGRAMMING INCLUDE:

- LGBTQIA+, Creating a Place of Refuge
- Securing a Seat at the Table
- The Third Culture Experience
- Standing with the AAPI Community
- The Beauty in Neurodiversity
- Being Black in this World Today

Tradeweb is proud that our marketing team was awarded Silver in the Event category under Employee Communications for our One Tradeweb series from the [Financial Communications Society's 28th Annual Portfolio Awards](#), “celebrating creative excellence in financial marketing and communications.”



Sustainability Action Network

The global Sustainability Action Network brought together employees from all operational areas of the company to put into action our single-use plastics reduction strategy, and worked closely with our operations teams in the U.S. to provide reusable options to employees as we all returned to the office over the summer. The network has also made great strides in data collection on our Scope 3 emissions, particularly in employee commuting, getting us closer to being able to credibly set a Net Zero target in the future.

“The prospect of a sustainable future for our planet starts with the individual, and expands to all that we as individuals engage with, including contributing to the impact of corporate environmental sustainability efforts. The Sustainability Action Network takes seriously the role we play in educating employees on ways to improve their personal carbon footprint, and helping to enhance the impact that Tradeweb has on our environment.”



Sustainability
Action Network

Steering Committee
Sustainability Action Network

Working Parents Network

2021 saw new levels of collaboration and achievement with the partnering of our Working Parents Network with our internal HR and Benefits team to introduce employee-driven enhancements to some of our benefit policies. The result of this collaboration brought extended leave benefits for secondary care givers, as well as the inclusion of pregnancy loss in our Bereavement Leave policy.

“We are incredibly proud to be taking a lead in the industry on extending our bereavement policy to explicitly cover both primary and secondary caregivers experiencing a loss at any stage of a pregnancy (including a surrogate pregnancy). This addition, as well as the extension of our secondary caregiver leave benefit, is a prime example of how impactful our employee-run networks can be to help to drive the evolution of benefits affecting all Tradeweb employees.”



WORKING
PARENTS
NETWORK

Steering Committee
Working Parents Network

Another recent addition to our suite of employee benefits is the rollout of Maven, a platform to help employees on the family-building journey, regardless of how they become parents. Maven provides support for adoption, fertility, surrogacy, parenting, pediatrics and more.



Expanding Employee Engagement

Over the course of the year, Tradeweb Executive Management held four Global Town Halls with an average audience of **839 employees** for each session, representing engagement from **80% of the global employee base**.

These town halls served multiple purposes for Tradeweb: an opportunity for our leaders to directly address employees to discuss company performance, accomplishments, back-to-office planning, and focus areas for the future, but also to allow employees the opportunity to speak directly to the highest-level executives at the company and ask them questions. These questions, typically around five per session, many times led to further discussion around how Lee and Billy think about our shared future. This direct access is unusual in traditional finance and technology companies; however, it is a core aspect of our culture, and we believe maintains our driven and innovative culture, where all employees have the opportunity to contribute ideas and be heard by management.

Over the course of 2021, there were 124 Training Sessions offered globally, inclusive of mandatory trainings, various skills training opportunities, management trainings, and trainings available for employees enrolled in the Tradeweb Achievers Program (TAP). Tradeweb believes strongly in investing in our people and, through this commitment, invested nearly \$1.3 million globally, through career development opportunities, such as seminars, conferences, external trainings, educational certifications, and memberships.

From 2013 through the end of 2021, Tradeweb has made 46 full-time hires from our intern classes, 36 of which are still working at Tradeweb as of the end of 2021. Additionally, 12 interns have accepted offers to start in the 2022 calendar year.

We offer even more granular insight into the various engagement opportunities offered to employees, and have tracked for the first time, this year, all of the offered employee trainings, events, wellness programs and more. Over the course of 2021, Tradeweb offered employees 15 DE&I events, 31 Wellness events, 38 Career Development and Education events, and 23 Engagement events.

Engagements are organized to bring Tradeweb employees together to celebrate our shared culture, providing opportunities to connect with colleagues across the business, to understand other parts of the business aside from one's own function, and to allow for cross-team communication. Attendance for non-training events, with the purpose of informing or engaging with employees or promoting health within Tradeweb, averaged 44 colleagues per event.

ENGAGEMENT EVENTS

- Sip & Share series
- Bounce Back events
- Tradeweb Summer Happy Hour

CAREER DEVELOPMENT EVENTS

- Tech Talks
- New Joiners Coffee Chats
- Women's Network Career Development programming

EDUCATION EVENTS

- Tradeweb U series
- Lunch & Learns
- Women's Network seminars (examples: Imposter Syndrome with Women in Business Club, Review of ways to invest/maintain good personal finance)

WELLNESS EVENTS

- HIIT workouts and Yoga classes
- Mental Fitness Training
- Mindfulness and meditation sessions
- Global Walking Challenge
- Wellness Webinars

Bounce Back events in Tradeweb's London office are designed to immerse employees back into the Tradeweb office culture, allow for opportunity to meet new colleagues, re-connect with those they haven't seen in person in some time, and to learn new skills and expand their industry knowledge. Bounce Back events calendar started in October of 2021 and has since gathered employees for 15 collaborative sessions.



Indicators

1,046

FULL-TIME EMPLOYEES RECEIVE ANNUAL TRAINING AS OF 12/31/2021

100%

OF FULL-TIME EMPLOYEES RECEIVE ANNUAL TRAINING

4,421

APPROXIMATE NUMBER OF TRADEWEB-PROVIDED TRAINING HOURS PER FULL-TIME EMPLOYEE

4.2

AVERAGE ANNUAL TRAINING HOURS PER FULL-TIME EMPLOYEE



Educational Studies Reimbursement

\$58,950

GLOBAL TOTAL TUITION SPEND FOR 2021

\$21,000

U.S. NON-TAXABLE TUITION SPEND

\$24,001

U.S. TAXABLE TUITION SPEND

Intern Acceptance

78%

INTERN RETENTION RATE

of full-time intern hires still employed at Tradeweb as of year-end 2021

The last few years have brought additional challenges to all of us, and it is of the utmost importance that we meet all of the needs (both legacy and new) of our people around the world.

Tradeweb provides an evolving package of benefits and perks to employees, aiming to ensure our employees have access to comprehensive care relating to their physical and mental health and their family planning needs, as well as adequate time out of office for personal, vacation, sick, and bereavement leave needs. These benefits are above and beyond our comprehensive suite of traditional benefits listed in our 2020 report, including medical, dental, vision, mental health, flexible spending accounts, basic life insurance, Family and Medical Leave Act resources, voluntary life insurance, dependent voluntary life insurance, short-term disability, long-term disability, individual disability, and supplemental insurance plans. Tradeweb also offers a 401(k) matching program, pre-tax commuter benefits, tuition reimbursement, adoption assistance, financial wellness tools, travel assistance, pet insurance, and legal services.

New in 2022: U.S. Fertility Benefit with Maven

Maven provides a personal inclusive guide to parenthood. As of 2022, Tradeweb offers employees and their partners free access to Maven for support through fertility and preconception; pregnancy and post-partum; adoption; surrogacy; and early pediatrics with coverage for children up to 10 years old. The Maven platform provides 24/7 access to doctors, specialists, coaches and a personal advocate. Online support includes trustworthy content tailored to each individual experience. Employees now have access to Mavens' Wallet with Tradeweb-funded benefit of \$10,000 per family per lifetime for eligible fertility treatment, adoption and surrogacy expenses.

In addition to providing benefit resources for mental and physical health, our Tradeweb UK/EU offices implemented the training of employees to serve as mental health first aiders. As part of this initiative, 16 employees in the UK and the EU were trained to provide a familiar, safe and confidential option for employees to reach out to whenever they feel they need extra support or are experiencing emotional or mental distress.

WELLNESS BENEFITS

Over the course of 2021, we continued to expand the offerings in our Tradeweb Wellness Program benefits package. Tradeweb corporate wellness benefits for employees now include:

- Corporate ClassPass plan discounts
- Sweat Equity classes reimbursed up to \$200 per employee
- HealthKick online marketplace access
- Corporate gym discounts, including New York Sports Club, Life Time Fitness, and TMPL
- Rally Health and Wellness Experience
- Real Appeal program to help with comprehensive weight loss programming and coaching
- Citi Bike corporate membership discount
- Peloton Digital membership and Apple Fitness + through United Healthcare coverage

Tradeweb also offers employees monthly virtual wellness sessions, with topics including mental health, financial wellness, workout classes, and health and nutrition.

FAMILY LIFE BENEFITS

- Parental Leave*
 - Primary Caregivers get 16 weeks 100% paid leave
 - Secondary Caregivers get 4 weeks 100% paid leave

In 2021, 62 employees used parental leave benefits (28 female, 34 male)

- Bereavement Leave for loss of loved ones, including pregnancy loss
- Lactation / Mother privacy rooms
- Mental Health resources through EAPs and Mental Health visits (including virtual visits) through our United Healthcare medical plan.

* Employees in states with statutory leave benefits (for example, New York, New Jersey and California) can stay out for additional time and collect a state benefit to bond with a newborn.

FOR OUR COMMUNITIES

At Tradeweb, we believe it is critical to protect the future that we're all investing for. This commitment includes partnering with charities working in our local communities, supporting others focusing on global projects, and donating to causes and foundations valued by our people, with the core intention to make Tradeweb's impact a truly meaningful one.

Our main goal is to continue to support the most vulnerable in our communities, and to increase our support for organizations creating real value and driving impact for a healthier, equitable, and prosperous future for all. Our strategy for accomplishing these goals is achieved through aligning our support within our four pillars of philanthropy.

TO US, PROTECTING OUR FUTURE MEANS TAKING ACTION ON:



Supporting environmental conservation efforts to restore our planet

Partnerships with Oceanic Global, The Nature Conservancy, Conservation International, Central Park Conservancy



Enriching and empowering social mobility in the communities where we live and work

Partnerships with Habitat for Humanity, Phoenix Center, Bottomless Closet, Hoboken Shelter



Ensuring equitable access to quality education and economic opportunity for all

Partnerships with The Cowrie Foundation, Streetwise, Emily K Center, Cristo Rey School, Girls Network, Black Girls Code, and SEO/London



Providing access to healthcare and disease prevention for our society's most vulnerable

Partnerships with Global Health Charities, American Cancer Society, Leukemia & Lymphoma Society, Crohn's & Colitis Foundation





In 2021, we assessed our philanthropy efforts to track their impact and contribution toward the 17 United Nations Sustainable Developments Goals.

This places Tradeweb’s contribution to our communities within the global ambitious UN Sustainable Development Goals (SDG) agenda, showcasing the interconnection of our efforts with the broader sustainable future we are committed to help build.

In order to align our philanthropy efforts with a specific SDG, we looked into each charitable organization that we partner with and analyzed their scope, mission, projects and activities in order to identify the applicable priority area or areas. For donations made by Tradeweb, we also analyzed the scope of the donation, when information on the specific purpose was available. We then aligned the charity’s priority area with the corresponding SDG to determine the most fitting and applicable target. If an organization aligned with more than one SDG, the SDG for which the charity contributes the most was ultimately selected.

Philanthropic Donations

Using the guidance set in the pillars of protecting our future outlined above, Tradeweb seeks to direct our philanthropic donations to organizations with missions aligned to these core principles. Over the course of the year we

allocate funds to charitable organizations that align with these principles through various channels, including our corporate donation program and our Tradeweb employee matching donation program, and through the support of mission-driven organizations brought to us by our clients and Executive Committee members. It is through the support of these organizations that Tradeweb is able to pay forward the success of our business to create positive and lasting impact on the communities in which we live and work and contribute to an equitable future for all.

The several SDGs that align with our philanthropy efforts emphasize the many meanings that giving back to our community signifies to Tradeweb people. We found that the majority of Tradeweb donations aligned with SDG 3 (good health and well-being), SDG 4 (quality education), and SDG 11 (sustainable cities and communities). Our partnership with CRIS Cancer Foundation is an example of this alignment. Through their commitment to investing and pioneering in cutting-edge research to enable and accelerate innovative ideas in the race to treat and defeat cancer, the organization advances SDG 3.4, which aims to reduce by one-third premature mortality from non-communicable diseases.

“Consistency Wins the Battle. Great partners not only support CRIS Cancer Foundation financially, but they also provide consistent encouragement in our battle to eradicate cancer. Tradeweb is one of those partners. Tradeweb has been a steadfast partner, consistently supporting us since 2015. Understanding that continuous support is vital for research, Tradeweb has funded specific cancer projects, sponsored our Annual Gala, introduced CRIS Cancer Foundation to their clients, and involved their employees. We take our hats off in humble thanks to the team at Tradeweb. It is an absolute pleasure to have Tradeweb as a partner and a stunning example of generosity.”



Lola Manterola
Chief Executive,
CRIS Cancer Foundation

356

TOTAL HOURS

of employee volunteering in 2021

16

CHARITIES PARTNERED WITH FOR TRADEWEB VOLUNTEERING

with an average of 3 volunteering hours per volunteer

\$711,926

TOTAL 2021 DONATIONS

including \$665,037 donated to 56 charities through our internal networks and corporate donations and \$46,889 in matching employee donations

SDG ALIGNMENT: PHILANTHROPIC DONATIONS



“Over the past year, Tradeweb has become one of our most valued partners because of the holistic nature of the collaboration. Tradeweb is deeply committed to our mission of driving economic equity and has dedicated countless resources toward closing the talent gap. Nearly 70 employees have volunteered with StreetWise Partners, ensuring that job seekers from overlooked communities have the skills, industry knowledge and social capital needed to launch their careers. They have also employed our incredible graduates, bringing new talent into the company. Tradeweb leadership have served as members of our Employer Advisory Board and keynote speakers, helping to advance organizational success. Finally, the firm has shown incredible generosity through valuable programmatic funding and we are so grateful. Thanks to Tradeweb, we are stronger than ever and together, we are developing the workforce of the future.”



Shari Krull
CEO, StreetWise Partners

“Oceanic Global is honored to be working with Tradeweb to support their ambitious sustainability goals by eliminating single-use plastics, optimizing waste management, and implementing comprehensive sustainable operations through the Blue Standard. Sustainable business leadership will be critical to driving scalable behavior change to achieve a world in harmony with our shared blue planet. The actions Tradeweb is taking today both to directly improve their internal operations as well as to educate and inspire their community will safeguard our collective future and wellbeing.”



Cassia Patel
Director of Programs,
Oceanic Global

Tradeweb has also been supporting Boys Hope Girls Hope of New York, a non-profit organization nurturing and guiding motivated young people from challenging backgrounds to reach their full potential and become healthy, productive life-long learners. Through our philanthropic initiatives, Tradeweb aims to aid its mission and vision, which promotes, amongst others, the Sustainable Development Goals to increase the number of youth and adults who have relevant skills for employment (SDG 4.4), and to ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university (SDG 4.3).

Volunteering

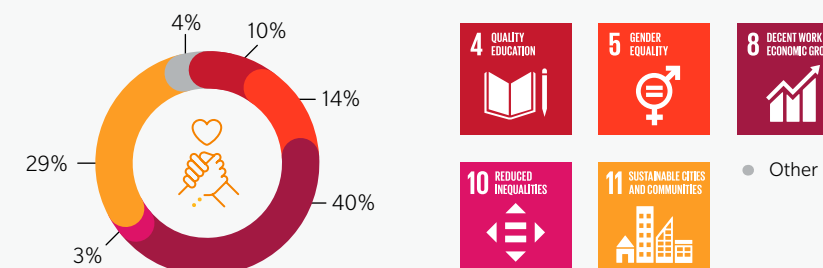
Although the COVID-19 pandemic has limited the range of in-person volunteering activities that could be organized safely, Tradeweb colleagues still found ways to dedicate their time to give back to their communities through virtual and outdoor activities, such as mentoring programs with The Girls Network and Brush with Kindness events with Habitat for Humanity NYC and Westchester, a program aimed at exterior home preservation for homeowners in need. Tradeweb volunteering with both charities aligns with Sustainable Development Goals 5 and 11, respectively: seeking to achieve gender equality and empowering all women and girls, and ensuring access for all to adequate, safe and affordable housing. Our employees also engage in volunteerism on their own time, not organized by Tradeweb or captured below, by choosing to dedicate their time, resources, and skillsets to help improve the lives of others in their individual communities.

Most of Tradeweb colleagues' volunteering efforts aligned with SDG 8, which promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. An example of this alignment is our longstanding partnership with Streetwise Partners, whose goal of leveraging mentorship to increase employment opportunities for adults from overlooked and under-resourced communities actively furthers SDG 8.5, helping achieve full and productive employment and decent work for all women and men, and equal pay for work of equal value.

Tradeweb employees gave their time to volunteer with the following organizations in 2021 through Tradeweb-organized opportunities:

- Cristo Rey Brooklyn High School
- Student Sponsor Partners NY
- HIVE
- Emily K Center
- Little Flower Children and Family Services of New York
- First Workings
- Streetwise Partners
- Tuesday's Children
- National LGBT Chamber of Commerce
- Bottomless Closet
- Habitat for Humanity
- The Girls Network
- Black is Tech
- Jopwell
- Women's Bond Club

SDG ALIGNMENT: TRADEWEB VOLUNTEERING



OUR WORKSPACE

Innovation happens here



Our Continuing COVID-19 Response

The health and safety of Tradeweb employees has always been our top priority. This was at the forefront when planning the many stages of our office return.

In 2021 Tradeweb evolved our approach to home and office work and embraced flexible working schedules for employees. During the several lockdowns and multiple restrictions across the globe, we prioritized a safe transition back to office. Using local and regional guidelines and law as a base, Tradeweb followed stringent rules for our office return, while allowing some staff back on a voluntary basis. Under the guidance of Tradeweb's operational Health and Safety Committee, in conjunction with our Global Risk Committees we implemented Return to Work Protocols worldwide to ensure a safe and effective transition back to office.

When case counts rose in various cities, Tradeweb implemented office closures with a voluntary option for employees to utilize office space on a needs basis, and required daily health attestation, weekly testing, and vaccination mandates, where applicable, across global offices, over the course of 2021. When needed, our facilities department facilitated socially distanced seating, updated floorplan flow and desk re-configuration limiting direct contact of employees while walking around the office, restricted common areas from use to avoid crowding, enhanced cleaning routines and protocols, and provided hand sanitation stations throughout our office space. We also established and implemented a desk booking system to manage the number of employees in the office each day, and ensure proper seating distance and clean-desk policies, and implemented track and trace capabilities. All these measures were implemented to ensure that any cases experienced by our employees remained isolated and no cluster outbreaks were created when our offices were open.

Our technology teams were well prepared to support our global workforce working remotely, from the onset of the pandemic, as we acted ahead of global lockdowns to ensure all employees could carry out their duties to full capacity, remotely. The ramping up of security and technology

protocols allowed Tradeweb to continue our work-from-home efforts in a more hybrid capacity and evolve the technology solutions we are able to offer our employees to support their work. There was minimal impact to our operation during the course of the pandemic and, because of this success, we intend to leverage our enhanced hybrid work structure going forward. Tradeweb now offers many employees a hybrid environment so they can seamlessly conduct their work either at the office or from home.

Since the onset of the global COVID-19 pandemic to the present day, our Chief Risk and Administrative Officer, in conjunction with our Health and Safety Committee, provided regular communication to employees, alerting them of regional updates to company policy as we navigated through waves and variants of the COVID-19 virus. Regular town halls hosted by our CEO and President also addressed these changes to ensure employees were kept up to date and were given an opportunity to ask questions or voice concerns throughout the process.

COVID-19 Continued Response and Adaptation Protocols for Employee Safety

At the onset of the global pandemic, the Tradeweb Workplace Safety Committee convened in regular meetings to ensure the proper protocols and policies were in place to keep our people safe while guaranteeing their access to resources to do their jobs comfortably and completely. This included the implementation and consistent review of our global EPP policy, office re-entry policies (by region), and oversight of our office guidance and communications. The Tradeweb re-entry policy set out guidance to protect employee safety and implement, at a minimum, the local regulations including masking mandates and vaccination status for in-person work (where applicable), quarantine time, testing requirements,

appropriate distancing measures, and capacity limitations. Our Workplace Safety Committee is governed by heads of Risk, Human Resources, Facilities, Operations, Technology, and Marketing and meets in frequencies determined by the necessity and severity of the current conditions.

We believe we remain prepared for any type of pandemic or contagious scenario. Now most of our people can work from home, and are also welcome in the workplace.

U.S Office Re-Entry Protocols over the Course of 2021

- When local regulation and protocol required, employees were required to wear masks when not sitting at their desks
- Floorplan flow updates and desk re-configuration ensured distancing while employees navigated the office floors
- Restricted use of the kitchen pantry during certain months according to office policy
- Socially distanced seating
- Daily sanitation of all desk space
- Clean Desk Policy
- Hotel Booking System allowing for strategic desk seating for employees based on current distancing guidance
- Sanitizer stations throughout our offices
- Vaccination requirement to come back to U.S. offices as of August 2021 (expanded to include booster requirement in February 2022)
- At-home testing requirements weekly for global employees working in the office during that week

As has been the case over the course of the pandemic we continue to monitor the situation, consult local and regional authorities, and move forward with our back-to-office plan in a manner consistent with the priorities of keeping our employees safe and fully equipped to complete their work with 100% capacity. While we have learned that it can never be accurately predicted, we are more prepared than ever to face the future and manage any challenges that may lie ahead.

Office Modifications

As employees returned to office, we reconfigured our workspaces to accommodate new ways of working within our traditional offices, in order to spur creativity, collaboration and comfort at work. This allowed for teaming in more interactive ways, and afforded opportunities for employees to interact with our work environment in new and meaningful ways upon their return to office. These modifications include formal designations and buildouts of the following:

- Collaboration areas
- Work-points outside of traditional workstations such as booth seating and focus room seating
- Break-out areas
- Improved AV/conference room experiences
- Additions of plants around the office to brighten up collaborative spaces



Appendix

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Forward-Looking Statements
and Other Disclosures

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SASB

Disclosure across the following
Sustainability Accounting
Standards Board (SASB) Industry
Classifications: Investment
Banking & Brokerage, Software
and IT Services, and Security &
Commodity Exchanges.

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GRI Content Index

This report is prepared in accordance
with the GRI (Global Reporting
Initiative) Standards: Core Option.



Forward-Looking Statements and Other Disclosures

This report contains forward-looking statements within the meaning of the federal securities laws. Statements related to, among other things, our outlook and future performance, the industry and markets in which we operate, our expectations, beliefs, plans and initiatives, strategies, objectives, prospects and assumptions, and future events are forward-looking statements. The sustainability data set forth in this report has not been independently audited or verified. The inclusion of information within this report should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or regarding the financial impact of such information. We have based these forward-looking statements on our current expectations, assumptions, estimates, and projections. While we believe these expectations,

assumptions, estimates, and projections are reasonable, such forward-looking statements are only predictions and involve known and unknown risks and uncertainties, many of which are beyond our control. These and other important factors, including those discussed under the heading “Risk Factors” in documents of Tradeweb Markets Inc. on file with or furnished to the SEC, may cause our actual results, performance, or achievements to differ materially from those expressed or implied by these forward-looking statements. Given these risks and uncertainties, you are cautioned not to place undue reliance on such forward-looking statements. The forward-looking statements contained in this report are not guarantees of future performance and our actual results of operations, financial condition or liquidity, and the development of

the industry and markets in which we operate, may differ materially from the forward-looking statements contained in this report. In addition, even if our results of operations, financial condition or liquidity, and events in the industry and markets in which we operate, are consistent with the forward-looking statements contained in this report, they may not be predictive of results or developments in future periods. Any forward-looking statement that we make in this report speaks only as of the date of such statement. Except as required by law, we do not undertake any obligation to update or revise, or to publicly announce any update or revision to, any of the forward-looking statements, whether as a result of new information, future events or otherwise, after the date of this report.



SECURITIES AND COMMODITIES EXCHANGES

Promoting Transparent & Efficient Capital Markets

CODE			REFERENCES
FN-EX-401a.1	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility	N/A – Tradeweb is not an exchange, but an electronic trading venue	
FN-EX-401a.2	Percentage of trades generated from automated trading systems	Tradeweb does not publicly disclose this information at this time.	
FN-EX-401a.3	Description of alert policy regarding timing and nature of public release of information	N/A – Tradeweb is not an exchange, but an electronic trading venue	
FN-EX-401a.4	Description of policy to encourage or require listed companies to publicly disclose ESG information	N/A – Tradeweb is not an exchange, but an electronic trading venue	

Managing Conflicts of Interest

CODE			REFERENCES
FN-EX-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Tradeweb had zero monetary losses as a result of legal proceedings associated with financial industry laws or regulations that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.
.FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest	Tradeweb’s Code of Business Conduct and Ethics policy is distributed to employees who are required to review and attest to understanding and agree to act in accordance.	See Tradeweb’s Code of Business Conduct and Ethics .

Managing Business Continuity & Technology Risks

CODE			REFERENCES
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime	Tradeweb reported no material disruption events to our trading platforms, or downtime in the 2021 reporting year.	
FN-EX-550a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Tradeweb did not encounter any data breaches in the 2021 reporting year exposing any PII or customer data.	
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions	Tradeweb has robust information security, cyber, customer privacy, compliance, and risk management protocols in place, including stress tests, vulnerability tests, and employee trainings, among other policies and procedures in place to prevent, mitigate, and manage any such incidents or disruptions should they occur.	See the Enterprise Risk Management subsection of this report .

Environmental Footprint of Hardware Infrastructure

CODE			REFERENCES
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Please see information on the full breakdown of renewable and nonrenewable energy by location, and the approach used, under the section Environmental Actions and Impact of the Report.	See the Environmental Actions and Impact section of this report.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Tradeweb is in the process of working with our various leased office locations to gather data on our total water consumption and understand the sources of water for our buildings. Tradeweb's London Office Location does utilize a percentage of water from rainwater capture.	
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Tradeweb is currently in process of working with our leased data center locations to understand renewable options available, advocate for use of renewables in operations, and receive a comprehensive plan from each of our data center partners around environmental sustainability.	See the Environmental Actions and Impact section of this report.

Data Privacy & Freedom of Expression

CODE			REFERENCES
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Please see Tradeweb's Privacy Policy which addresses advertising and user privacy.	See Tradeweb's Privacy Policy .
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Tradeweb does not have any use case where user information is used for secondary purposes other than as defined in our Privacy Policy.	See Tradeweb's Privacy Policy .
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Tradeweb had zero monetary losses as a result of legal proceedings associated with user privacy that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Tradeweb did not receive any law enforcement requests for user information.	
TC-SI-220a.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	Tradeweb is not aware of any such restrictions or requirements.	

Data Security

CODE			REFERENCES
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Tradeweb did not encounter any data breaches in the 2021 reporting period exposing any PII or customer data.	
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Tradeweb has comprehensive information security, cyber, customer privacy, compliance, and risk management protocols aligned with industry best practices in place, including stress tests, vulnerability tests, and employee trainings, among other policies and procedures in place to prevent, mitigate, and manage any such incidents or disruptions should they occur.	See the Enterprise Risk Management subsection of this report.

Recruiting & Managing a Global, Diverse & Skilled Workforce

CODE			REFERENCES
TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Tradeweb does not disclose this information at this time. Please see the For Our People section of this report for details about our employee structure.	
TC-SI-330a.2	Employee Engagement as a percentage	Tradeweb began tracking employee engagement as a percentage in 2021, but does not have this information available for the year ending 2020 or prior. Please see the Employee Engagement information provided in the Engaging with Our Communities subsection of this report.	See the Engaging with Our Communities subsection of this report.
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please see the Helping our People and Communities Thrive section of this report.	See the Helping our People and Communities Thrive section of this report. See also Tradeweb's EEO-1 Report

Intellectual Property Protection & Competitive Behavior

CODE			REFERENCES
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Tradeweb had zero monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.

Managing Systemic Risks from Technology Disruptions

CODE			REFERENCES
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Tradeweb reports this information when/how necessary in accordance with applicable law.	
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Tradeweb has a comprehensive BCP/DR governance structure aligned with industry best practice to properly identify, measure, manage, track, report on, and re-mediate any potential risks pertaining to business continuity.	See the Business Continuity and Disaster Recovery information on page 23 of this report. Additional information on material litigation and regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.

INVESTMENT BANKING & BROKERAGE

Employee Diversity & Inclusion

CODE			REFERENCES
FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	Please refer to the Governance section of this report for executive management metrics, and the People section for non-executive management and all other employees.	See pages 19 and 38-39 of this report

Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities

CODE			REFERENCES
FN-IB-410a.1.	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	N/A – Tradeweb does not receive revenue from underwriting, advisory, or securitization transactions.	
FN-IB-410a.2	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	N/A – Tradeweb does not provide loan services.	
FN-IB-410a.3	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	N/A – Tradeweb does not provide investment banking or brokerage services.	

Business Ethics

CODE			REFERENCES
FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Tradeweb had zero monetary losses as a result of legal proceedings associated with financial industry laws or regulations that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.
FN-IB-510a.2	Description of whistleblower policies and procedures	Please refer to Tradeweb’s Code of Business Conduct and Ethics.	See the Enterprise Risk Management subsection of this report and Tradeweb’s Code of Business Conduct and Ethics .

Professional Integrity

CODE			REFERENCES
FN-IB-510b.1	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	Tradeweb has zero covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings.	
FN-IB-510b.2	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	Tradeweb had no material mediation or arbitration cases associated with professional integrity that required disclosure in our public SEC filings.	Additional information on material [mediation and arbitration cases] [litigation and regulatory matters] can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	Tradeweb had zero monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings.	Additional information on material [mediation and arbitration cases] [litigation and regulatory matters] can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	Please refer to Tradeweb’s Code of Business Conduct and Ethics.	Tradeweb’s Code of Business Conduct and Ethics .

Systemic Risk Management

CODE		REFERENCES
FN-IB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	N/A – Tradeweb is not considered a Global Systemically Important Bank.
FN-IB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	N/A – Tradeweb is not considered a Global Systemically Important Bank and therefore is not subject to the items in this disclosure topic.

Employee Incentives & Risk Taking

CODE		REFERENCES
FN-IB-550b.1	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	N/A – Tradeweb does not have securities trading employee functions and therefore does not have MRTs to report on.
FN-IB-550b.2	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	N/A – Tradeweb does not have securities trading employee functions and therefore does not have MRTs to report on.
FN-IB-550b.3	Discussion of policies around supervision, control, and validation of traders' pricing of Level 3 assets and liabilities	N/A – Tradeweb does not have securities trading employee functions.

GRI Content Index

GENERAL DISCLOSURES

Organizational Profile

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-1	Name of Organization	Tradeweb Markets Inc.
102-2	Activities, brands, products, and services	Tradeweb is an electronic operator of global markets. All of the markets served can be found on our website Our Markets page. A list of Tradeweb-offered Market Data products can be found on our website.
102-3	Location of headquarters	Tradeweb's Global Headquarters is located in New York City: 1177 Avenue of the Americas, New York, NY 10036.
102-4	Location of operations	Tradeweb has offices in the United States (headquarters in New York and various satellite offices), the United Kingdom (London office building), The Netherlands, China, Japan, Hong Kong, and Singapore. See our locations on our website.
102-5	Ownership and legal form	Tradeweb is a U.S. publicly listed company that is also a controlled company with majority owner LSEG. Full ownership structure and additional information can be found in our 2021 Annual Reports and Filings .
102-6	Markets served	More than 2,500 clients connect to Tradeweb to form a global network of the world's largest banks, asset managers, hedge funds, insurance companies, wealth managers, and retail clients. See the About Us page of our website.
102-7	Scale of organization	With leading offerings in government bonds, mortgage securities, municipal bonds, credit, and derivatives, we offer over 40 products in more than 65 countries across the globe. Tradeweb total revenue in 2021 was \$1.1 billion, with an Average Daily Volume of \$1.03 trillion.
102-8	Information on employees and other workers	Total Number of Global employees as of December 31, 2021, was 1046, 755 of whom were based in the United States and 291 of whom were based outside of the United States. There is not a significant portion of the organization's activities performed by workers who are not employees. See the Helping Our People and Communities Thrive section of this report.
102-9	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	See Tradeweb's Supply Chain Transparency Disclosure statement .
102-10	Significant changes to the organization's size, structure, ownership, or supply chain	In the year 2021, there were no significant changes to the organization's size, structure, or supply chain. The significant change in ownership came with London Stock Exchange Group's purchase of Refinitiv, making LSEG the new majority owner of Tradeweb.
102-11	Precautionary Principle or approach - Whether and how the organization applies the Precautionary Principle or approach	Tradeweb does not manufacture or produce goods or products. For more information on our approach to environmental sustainability, including engaging with our supply chain, please see the Environmental Actions and Impact section of this report.

Organizational Profile (Continued)

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-12	A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	There are none to report at this time, however we are currently assessing opportunities to subscribe or sign on to various global charters and signatory opportunities that are relevant to our business and environmental, social, and governance (ESG) initiatives.
102-13	A list of the main membership of industry or other associations, and national or international advocacy organizations	<p>Tradeweb participates with the following associations/organizations:</p> <ul style="list-style-type: none"> • APA and ARMs Association (APARMA) • Asia Securities Industry & Financial Markets Association (ASIFMA) • Association for Financial Markets in Europe (AFME) • Bond Dealer Association (BDA) • British American Business (BAB) • Electronic Debt Markets Association (EDMA) • EDM Council • EU-Asia Financial Services Round Table • Financial Industry Regulatory Authority (FINRA) • Financial Markets Standards Board (FMSB) • Fintech Open Source Foundation (FINOS) • FIX Trading Community • Futures Industry Association (FIA) • International Capital Markets Association (ICMA) • International Swaps and Derivatives Association (ISDA) • Municipal Securities Rulemaking Board (MSRB) • Quorum 15 • Securities Industry and Financial Markets Association (SIFMA)

Strategy

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-14	Statement from senior decision-maker	See full statements in the Overview section of this report
102-15	Key impacts, risks, and opportunities	Disclosed information that is available at this time on key impacts, risks, and opportunities can be found throughout this report. Additional information on risks and uncertainties can be found in our 2021 Annual Reports and Filings under the Risk Factors section.

Ethics and Integrity

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-16	Values, principles, standards, and norms of behavior	See the Who We Are section of this report.
102-17	Mechanisms for advice and concerns about ethics	See Tradeweb's Code of Business Conduct and Ethics for disclosure on mechanisms for advice and concerns about ethics, including escalation of issues to management or appropriate sources, and whistleblower policies.

Governance

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-18	Governance structure	For disclosed information, see the Sustainable Governance section of this report.
102-19	Delegating authority	For disclosed information, see the Sustainable Governance section of this report.
102-20	Executive-level responsibility for economic, environmental, and social topics	For disclosed information, see the Sustainable Governance section of this report.
102-21	Consulting stakeholders on economic, environmental, and social topics	Please see “Environmental, Social and Governance Matters” section of our 2021 Proxy Statement .
102-22	Composition of the highest governance body and its committees	See the Sustainable Governance section of this report.
102-23	Chair of the highest governance body	Please refer to our 2021 Proxy Statement under the Corporate Governance section.
102-24	Nominating and selecting the highest governance body	Please refer to our 2021 Proxy Statement under the Corporate Governance section.
102-25	Conflicts of interest	Please refer to our Code of Business Conduct and Ethics , under section L. “Conflicts of Interest and Corporate Opportunities”.
102-26	Role of highest governance body in setting purpose, values, and strategy	Please see Tradeweb’s 2021 Annual Report and 2021 Proxy Statement , as well as the Sustainable Governance section of this report.
102-27	Collective knowledge of highest governance body	Please see Tradeweb’s 2021 Annual Report and 2021 Proxy Statement , as well as the Sustainable Governance section of this report.
102-28	Evaluating the highest governance body’s performance	Please see Tradeweb’s 2021 Annual Report and 2021 Proxy Statement , as well as the Sustainable Governance section of this report.
102-29	Identifying and managing economic, environmental, and social impacts	See the Environmental Actions and Impact section of this report, pages 26–32 as well as the Helping Our People and Communities Thrive section of this report, pages 35–47 .
102-30	Effectiveness of risk management processes	See the Enterprise Risk Management subsection of this report.
102-31	Review of economic, environmental, and social topics	Please see Tradeweb’s 2021 Annual Report and 2021 Proxy Statement , as well as the Sustainable Governance section of this report.
102-32	Highest governance body’s role in sustainability reporting	For disclosed information, see the Sustainable Governance section of this report.

Governance (Continued)

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-33	Communicating critical concerns	Please see the Enterprise Risk Management subsection of this report for details on risk management life cycle and processes that include communication of concerns.
102-34	Nature and total number of critical concerns	Tradeweb did not report any material critical concerns during the reporting period to relevant regulatory bodies or agencies.
102-35	Remuneration policies	Please refer to our 2021 Proxy Statement under the Executive Compensation section.
102-36	Process for determining remuneration	Please refer to our 2021 Proxy Statement under the Executive Compensation section.
102-37	Stakeholders' involvement in remuneration	Please refer to our 2021 Proxy Statement .
102-38	Annual total compensation ratio	Please refer to our 2021 Proxy Statement under the Pay Ratio Disclosure section.
102-39	Percentage increase in annual total compensation ratio	Please refer to our 2021 Proxy Statement under the Pay Ratio Disclosure section .

Stakeholder Engagement

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-40	List of stakeholder groups	See the Sustainable Governance section of this report.
102-41	Collective bargaining agreements	Tradeweb does not currently disclose the percentage of total employees covered by collective bargaining agreements. None of our employees are represented by a labor union. Additional information on our relationship with our employees can be found in our 2021 Annual Report under the Human Capital section.
102-42	Identifying and selecting stakeholders	See the Sustainable Governance section of this report.
102-43	Approach to stakeholder engagement	See the Sustainable Governance section of this report.
102-44	Key topics and concerns raised	See the Sustainable Governance section of this report.

Reporting Practice

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
102-45	Entities included in the consolidated financial statements	Tradeweb consolidated financial statements can be found in our 2021 10-K form .
102-46	Defining report content and topic Boundaries	For information regarding our reporting practice in this 2021 CSR, see the About This Report subsection of this report.
102-47	List of material topics	See the Materiality Self-Assessment subsection of this report.
102-48	Restatements of information	Tradeweb has found no negative effects of any restatements of information given in previous reports.
102-49	Changes in reporting	See the About This Report subsection of this report.
102-50	Reporting period	The reporting period for this report covers 1st of January 2021 to 31st of December 2021, unless otherwise stated.
102-51	Date of most recent report	Tradeweb's most recent previous report was our 2020 Corporate Sustainability Report , covering 1st of January 2020 to 31st of December 2020.
102-52	Reporting cycle	Tradeweb's reporting cycle for the Corporate Sustainability Report is annual.
102-53	Contact point for questions regarding the report	Communications contact is Daniel Noonan and Investor Relations contact is Ashley Serrao. Contact information can be found on our Investor Relations page on our website.
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.
102-55	GRI content index	This GRI Content Index is prepared in accordance with the GRI Standards: Core Option.
102-56	External assurance	Tradeweb did not receive external assurance or attestation for this report, but that is under consideration for future Corporate Sustainability Reports.

Management Approach

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
103-1	Explanation of the material topic and its Boundary	For disclosed information, see the Sustainable Governance section of this report.
103-2	The management approach and its components	For disclosed information, see the Sustainable Governance section of this report.
103-3	Evaluation of the management approach	For evaluation of our management approach to addressing material ESG topics please see pages 1–4 of this report. For our environmental management and approach, please see the Environmental Actions and Impact section of this report. For diversity and inclusion management approach, see the For Our People subsection of this report. For management approach relating to economic performance and management of related risks, see our 2021 10-K form starting on page 30.

Economic Performance

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
201-1	Direct economic value generated and distributed	For Financial Performance data, please visit Tradeweb’s Annual filings on our Investor Website .
201-2	Financial implications and other risks and opportunities due to climate change	Tradeweb has not formally reported on financial materiality of potential risks and opportunities due to climate change but does not believe that there are any material risks to our operations, revenue, or expenditures posed by climate change based on an initial high-level review. See the Environmental Management and Climate Action Strategy subsection of this report.
201-3	Defined benefit plan obligations and other retirement plans	Please see the For Our People subsection of this report, pages 43–44 .
201-4	Financial assistance received from government	\$0 - Tradeweb does not receive financial assistance from the government.

Market Presence

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Tradeweb does not currently report this metric.
202-2	Proportion of senior management hired from the local community	Tradeweb does not currently report this metric.

Indirect Economic Impacts

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
203-1	Infrastructure investments and services supported	N/A – Tradeweb does not own or operate any facilities built primarily to provide a public service or good rather than a commercial purpose. Additionally, Tradeweb has lease agreements for all global office locations and does not own any buildings to support our operations.
203-2	Significant indirect economic impacts	N/A – Please see the Environmental Actions and Impact section of this report.

Procurement Impacts

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
204-1	Proportion of spending on local suppliers	Tradeweb does not publicly report this information at this time; however, we are reviewing procurement processes in the 2022 calendar year and hope to be able to provide additional disclosure in the future.

Anti-Corruption

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
205-1	Operations assessed for risks related to corruption	100% of Tradeweb’s operations are covered by our global risk management and compliance policies and procedures, including assessment for risks related to corruption. No significant risks were identified.
205-2	Communication and training about anti-corruption policies and procedures	Tradeweb employees receive regular anti-corruption training. See the Enterprise Risk Management subsection of this report.
205-3	Confirmed incidents of corruption and actions taken	Tradeweb has had no confirmed incidents of corruption or actions taken during the 2021 reporting period.

Anti-competitive Behavior

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Please see our publicly disclosed 10-Q report .
301	Materials used	N/A – Tradeweb does not manufacture or package physical goods.

Energy

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
302-1	Energy consumption within the organization (renewable and nonrenewable)	Please see information on the full breakdown of renewable and nonrenewable energy by location, and the approach used, in the Environmental Actions and Impact section of this report. Tradeweb reports our GHG emissions in line with the GHG Protocol using an Operational Control approach.
302-2	Energy consumption outside of the organization	As Tradeweb is reporting energy purchased from our leased office spaces and data centers in our Scope 2 emissions following the GHG Protocol using an Operational Control approach, we do not have any additional relevant energy consumption outside of the organization, to report at this time. See the Environmental Actions and Impact section of this report.
302-3	Energy Intensity	Please see full information on Energy Intensity by number of full-time employees broken down by region in the Environmental Actions and Impact section of this report.
302-4	Reduction of energy consumption	See the Environmental Actions and Impact section of this report.
302-5	Reductions in energy requirements of products and services	N/A – Tradeweb does not manufacture, package, or sell physical products.

Water

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
303-1	Interactions with water as a shared resource	Tradeweb’s water consumption is linked to our leased office space and data centers and any information we have is sourced directly from those third-party providers. Tradeweb’s London Office Location does utilize a percentage of water from rainwater capture.
303-2	Management of water discharge-related impacts	As Tradeweb does not manufacture, package, or sell physical products, we believe our water consumption and resources impact to be low and confined to that of our usage in relation to our leased office space and data centers.
303-3	Water withdrawal	As Tradeweb does not manufacture, package, or sell physical products, we believe our water withdrawal impact to be low and confined to that of our usage in relation to our leased office space and data centers.
303-4	Water discharge	Tradeweb does not manufacture, package, or sell physical products and therefore we do not believe our water discharge to be significant enough to impact water quality in the areas of our operations.
303-5	Water consumption	Tradeweb’s water consumption is linked to our leased office space and data centers and any information we have is sourced directly from those third-party providers. Tradeweb’s London Office Location does utilize a percentage of water from rainwater capture.

Biodiversity

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
304	Biodiversity	Tradeweb does not produce, manufacture, or ship materials as part of our business nor do we own or lease land adjacent to or in protected areas or areas of high biodiversity value.

Emissions

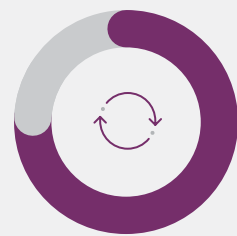
DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
305-1	Direct (Scope 1) GHG emissions	Tradeweb does not produce, manufacture, or ship materials as part of our business and therefore we do not have Scope 1 emissions to report at this time.
305-2	Energy indirect (Scope 2) GHG emissions	See the Environmental Actions and Impact section of this report for market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent, and our approach.
305-3	Other indirect (Scope 3) GHG emissions	See the Environmental Actions and Impact section of this report for other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent, and our approach.
305-4	GHG emissions intensity	See the Environmental Actions and Impact section of this report for energy intensity by number of full-time employees.
305-5	Reduction of GHG emissions	See the Environmental Actions and Impact section of this report for our efforts in increasing renewable energy usage via our leased space through data center and office space partners, as well as other operational efforts to reduce our emissions across Scope 2 and Scope 3.
305-6	Emissions of ozone-depleting substances (ODS)	N/A – Tradeweb does not produce, manufacture, or ship materials and only lease office spaces and rack spaces within data centers. Therefore, Tradeweb does not emit ozone-depleting substances (ODS).
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	N/A – Tradeweb does not produce, manufacture, or ship materials and only lease office spaces and rack spaces within data centers. Therefore, Tradeweb does not emit nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions.

Waste

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
306-1	Waste generation and significant waste-related impacts	Tradeweb does not produce or manufacture physical products and waste is generated from employee use in office and electronic waste from decommissioning of equipment over time and therefore we believe there are no activities that lead to significant quantities of waste generation or to generation of hazardous waste. More details on both can be found in the Environmental Actions and Impact section of this report.
306-2	Management of significant waste-related impacts	See the Environmental Actions and Impact section of this report for a comprehensive description of our management and approach.
306-3	Waste generated	See the Environmental Actions and Impact section of this report.
306-4	Waste diverted from disposal	As we continue to work with our leased spaces to obtain more comprehensive waste data, below is the extent of the available data providing a breakdown of waste disposal from our two largest office locations where data was available. The waste from other leased office buildings was calculated through assumptions and available data. More information on this can be found on the Environmental Actions and Impact section of this report. Similarly, information on e-waste diverted from disposal through reuse or recycling can found in the report.
306-5	Waste directed to disposal	As per above.

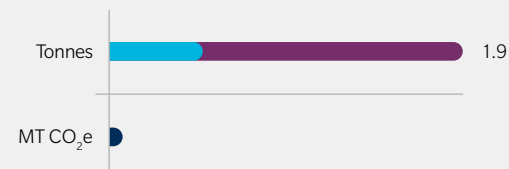
UK Office Waste

% RECYCLED



● 76% Recycled

TOTAL WASTE



● 1.5 Recycled
● 0.5 Waste
● 0.04 Waste
● 0 Waste to landfill

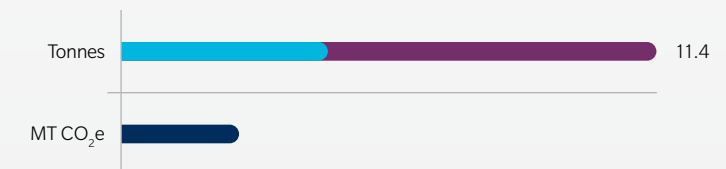
New York Office Waste

% RECYCLED



● 61% Recycled
● 39% Incinerated

TOTAL WASTE



● 7.0 Recycled
● 4.4 Waste
● 2.51 Waste

Environmental Compliance

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
307-1	Non-compliance with environmental laws and regulations	Tradeweb has not been the subject of significant fines or non-monetary sanctions for noncompliance with environmental laws and/or regulations, and we are not aware of any noncompliance with environmental laws and/or regulations.

Training and Education

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
404-1	Average hours of training per year per employee	See the Helping Our People and Communities Thrive section of this report.
404-2	Programs for upgrading employee skills and transition assistance programs	See the Helping Our People and Communities Thrive section of this report.
404-3	Percentage of employees receiving regular performance and career development reviews	See the Helping Our People and Communities Thrive section of this report.

Diversity & Opportunity

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
405-1	Diversity of governance bodies and employees	For all publicly disclosed diversity information of governance bodies, please see the Sustainable Governance section of this report. For disclosed diversity information of employees, the Diversity, Equity & Inclusion subsection of this report.
405-2	Ratio of basic salary and remuneration of women to men	Tradeweb does not currently report this metric publicly; however, we track and manage this data internally.

Non-discrimination

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
406-1	Incidents of discrimination and corrective actions taken	Tradeweb has not had any reported incidents of discrimination in the reporting period.

Freedom of Association and Collective Bargaining

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
407	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Tradeweb has not found any operations and/or suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk.

Child Labor

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
408-1	Operations and suppliers at significant risk for incidents of child labor	Tradeweb has not found any operations and/or suppliers considered to have significant risk for incidents of child labor and young workers exposed to hazardous work.

Forced or Compulsory Labor

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Tradeweb has not found any operations and/or suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of type of operation, countries or geographic areas with operations and suppliers considered at risk.

Security Practices

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
410-1	Security personnel trained in human rights policies or procedures	N/A – Tradeweb does not employ security personnel for these purposes.

Rights of Indigenous Peoples

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
411-1	Incidents of violations involving rights of indigenous peoples	Tradeweb has no incidents of violations involving rights of indigenous peoples.

Human Rights Assessment

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
412-1	Operations that have been subject to human rights reviews or impact assessments	Tradeweb has a publicly available Supply Chain Transparency policy on our website which outlines our commitment to respect and protect the human rights of employees in accordance with applicable jurisdictions and laws.
412-2	Employee training on human rights policies or procedures	Tradeweb has a public Supply Chain Transparency policy that outlines applicable training requirements and is also considering producing a more formal, global Human Rights Policy Statement that would also include training on such a policy.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A – Tradeweb does not have any such agreements or contracts in the reporting period.

Local Communities

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
413-1	Operations with local community engagement, impact assessments, and development programs	Please see the For Our Communities subsection of this report which discloses Tradeweb’s philanthropic activities, including local community engagement and development projects both in the U.S. and the UK.
413-2	Operations with significant actual and potential negative impacts on local communities	Tradeweb has not found any operations with any significant actual and potential negative impacts on local communities.

Supplier Social Assessment

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
414-1	New suppliers that were screened using social criteria	See page 30 of this report.
414-2	Negative social impacts in the supply chain and actions taken	There have been no suppliers identified as having significant actual and potential negative social impacts during the reporting period.

Public Policy

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
415-1	Political contributions	Tradeweb does not provide political contributions. We have also updated the language on page 12 of our Code of Business Conduct and Ethics to reflect acceptable behavior around Political Activities and Lobbying.

Customer Health & Safety

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
416-1	Assessment of the health and safety impacts of product and service categories	N/A – As an electronic trading platform, Tradeweb does not produce or manufacture any physical products or services and therefore does not have anything to report.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	N/A – As an electronic trading platform, Tradeweb does not produce or manufacture any physical products or services and therefore does not have anything to report.

Marketing & Labeling

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
417-1	Requirements for product and service information and labeling	N/A – Tradeweb does not manufacture or produce physical products and services and therefore does not have information to report relating to safe use of a product or service, the disposal of the product, or the sourcing of its components.
417-2	Incidents of non-compliance concerning product and service information and labeling	There were no incidents of non-compliance concerning product and service information and labeling in the reporting period.
417-3	Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance concerning marketing communications in the reporting period.

Customer Privacy

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Tradeweb has not received any substantiated complaints concerning breaches of customer privacy or losses of customer data in the reporting period.

Socioeconomic Compliance

DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
419	Non-compliance with laws and regulations in the social and economic area	Tradeweb is not in non-compliance with any regulations in the social and economic area during the reporting period. Additional information on material regulatory matters can be found in our 2021 Annual Reports and Filings under the Legal Proceedings section.

