



# Forward with Purpose >

## 2022 CSR INVESTOR DECK

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This 2022 CSR Investor Deck summarizes certain key highlights from the report. Please refer to the full report available [HERE](#), for complete information regarding the topics presented in this deck.



Governing for Sustainable Innovation



Empowering Our People



A Culture of Giving



Environmental Stewardship



## Governance

- Expanded Board oversight of ESG and Climate-Related Risks
- Expanded Risk Management Governance Structure
- Updates on ESG Ratings and Materiality Self-Assessment



## People

- Increased granularity of human capital reporting
- Holistic employee engagement and SDG reporting
- Equity in parental leave benefit for US employees (16 weeks)
- DEI Strategy outline



## Environment

- Complete Scope 1, 2, and 3 emissions reporting
- Progress toward our Environmental goals
- TCFD Report Publish
- Single-use plastics reduction assessment
- Purchase of 2023 Renewable Energy Certificates

# A Message from our CEO

CC

*We began our sustainability reporting effort shortly after our 2019 IPO, and we laid out a few guiding principles. We would be transparent with our data. We would be honest with ourselves and our stakeholders about where we needed to improve. We would make ESG an organic part of our business by aligning it with how we serve clients. Most importantly, we would be authentic in our approach.*

*I am energized to lead Tradeweb forward in this journey, and am proud of the work that our people accomplish every day to make us a stronger company at our core.”*



Billy Hult  
Chief Executive Officer, Tradeweb Markets Inc.





## Tradeweb ESG Ratings

ESG RATING/ ASSESSMENT PROVIDER	RATING SCALE	2022 RATING (AS OF JULY 31, 2022)	CURRENT RATING (AS OF JULY 31, 2023)	CHANGE
<b>SUSTAINALYTICS ESG RISK RATING*</b>	Numeric (1–40+, 1 = Best)	18.1	17.1	Improved
<b>ISS ESG CORPORATE RATING</b>	Letter Rating (A+ – D-, A+ = Best)	C-	C	Improved
<b>MOODY'S ESG SOLUTIONS (ESG ASSESSMENT)</b>	Numeric (1–100, 100 = Best)	38	—**	—
<b>S&amp;P CSA ESG SCORE</b>	Numeric (1–100, 100 = Best)	26	31	Improved
<b>MSCI</b>	In 2022, Tradeweb received a rating of BB (on a scale of AAA–CCC) in the MSCI ESG Ratings assessment			—

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\*\* Moody's ESG is in the process of updating its ESG Assessment process and has not provided an updated score for Tradeweb since 2021.

Corporate ESG  
Performance

RATED BY  
**ISS ESG**

Prime

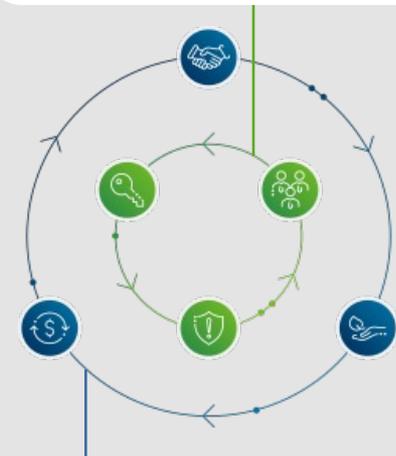
## ESG Materiality Self-Assessment – No Change from 2021

### ESG Material Topic Structure

- Tier 1: Prioritize**

Material topics directly affecting our business that represent priority items for Tradeweb's success

- INFORMATION SECURITY AND DATA PRIVACY
- SYSTEMIC RISK MANAGEMENT
- HUMAN CAPITAL MANAGEMENT



- Tier 2: Manage**

Material topics that represent areas of ongoing management to ensure good governance and corporate stewardship

- BOARD COMPOSITION AND OWNERSHIP STRUCTURE
- ENVIRONMENTAL MANAGEMENT
- SUSTAINABLE FINANCE SOLUTIONS



## Our Executive Leadership Team

Tradeweb's Executive Committee oversees all strategic initiatives and direction for the company. In 2021, we added the first woman to our Executive Committee and have since expanded this leadership level to include our Global Head of Human Resources and Chief Product Officer.



**Billy Hult**  
Chief Executive Officer



**Thomas Pluta**  
President



**Sara Furber**  
Chief Finance Officer



**Chris Bruner**  
Chief Product Officer



**Enrico Bruni**  
Head of Europe and Asia Business



**Douglas Friedman**  
General Counsel



**Justin Peterson**  
Chief Technology Officer



**Fred Strobel**  
Global Head of Human Resources



**Scott Zucker**  
Chief Risk and Administrative Officer

### BOARD OF DIRECTORS

Nominating and Corporate Governance Committee – General ESG Oversight and Guidance  
Audit Committee – Oversight of external reporting of climate risk  
Compensation Committee – Oversight of human capital initiatives

### EXECUTIVE COMMITTEE

Approval of strategic direction of initiatives in line with Tradeweb corporate strategy and culture

### CHIEF RISK OFFICER

Oversight of climate risk integration into enterprise risk management structure

### GLOBAL HEAD OF HUMAN RESOURCES

Oversight of DEI goals and human capital management

### ESG STEERING COMMITTEE

Guide strategy implementation and oversee integration

### DEDICATED ESG TEAM

Evolve and implement strategy, understand stakeholder priorities, and drive and expand integrated reporting

### OUR PEOPLE

Implement plans developed by the ESG team and leadership

## Board Independence, Age, Diversity and Tenure

In our 2022 Proxy Statement, Tradeweb published a Board of Directors skills matrix, highlighting the vast set of skills and areas of expertise our Board members provide to Tradeweb. We are proud of the team leading the company at the Board level.

### INDEPENDENCE



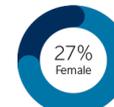
6 Independent  
5 Non-Independent

### AGE



2 < 50 Years  
5 51-55 Years  
4 56+ Years

### GENDER DIVERSITY



3 Female  
8 Male

### RACE/ETHNIC DIVERSITY



2 Diverse  
9 Other

### TENURE



7 0-3 Years  
4 3+ Years

The Board is comprised of 12 members, which includes one vacancy as of the publication date of this report. The above statistics are calculated using a denominator of 11 members (i.e., excluding the vacancy).

## Tradeweb's Board of Directors (as of the publish date of this report)



**Jacques Aigrain** ● ● ●  
Chairman of the Board as of July 1, 2023.  
Director, Clearwater Analytics; Chairman, Lyondell Basell Industries N.V.  
Director since 2022, member of two other current public company boards



**Balbir Bakhshi**  
Chief Risk Officer, London Stock Exchange Group plc  
Director since 2021



**Steven Berns** ● ● ●  
Former Chief Financial Officer & Chief Operating Officer  
Director since 2020



**Troy Dixon** ●  
Founder and Chief Investment Officer, Hollis Park Partners LP  
Director since 2023



**Scott C. Ganeles** ● ● ●  
Senior Partner, WestCap Group, LLC.  
Director since 2019



**Billy Hult**  
Chief Executive Officer, Tradeweb Markets  
Director since 2019. Was President until he became CEO effective January 1, 2023



**Catherine Johnson**  
Group General Counsel, London Stock Exchange Group plc  
Director since 2023



**Paula B. Madoff** ● ● ● ● ●  
Lead Independent Director, Tradeweb Markets; Advisor, The Goldman Sachs Group Inc.  
Director since 2019, member of four other current public company boards



**Thomas Pluta**  
President, Tradeweb Markets  
Director since 2019. Was a non-executive director until he became President effective January 1, 2023



**Murray Roos**  
Group Head, Capital Markets, London Stock Exchange Group plc  
Director since 2021



**Rana Yared** ● ● ●  
General Partner, Balderton Capital  
Director since 2022



- Independent
- Audit Committee
- Compensation Committee
- Nominating and Corporate Governance Committee
- Committee Chairperson

Note: Martin Brand resigned from the Board effective as of February 11, 2022. Each of Jacques Aigrain and Rana Yared joined the Board effective as of August 1, 2022. Von Hughes resigned from the Board effective as of September 30, 2022. Troy Dixon joined the Board effective as of March 1, 2023. Catherine Johnson joined the Board effective as of May 15, 2023. Lee Olesky resigned from the Board effective as of June 30, 2023.



## Enterprise Risk and Compliance Governance Structure



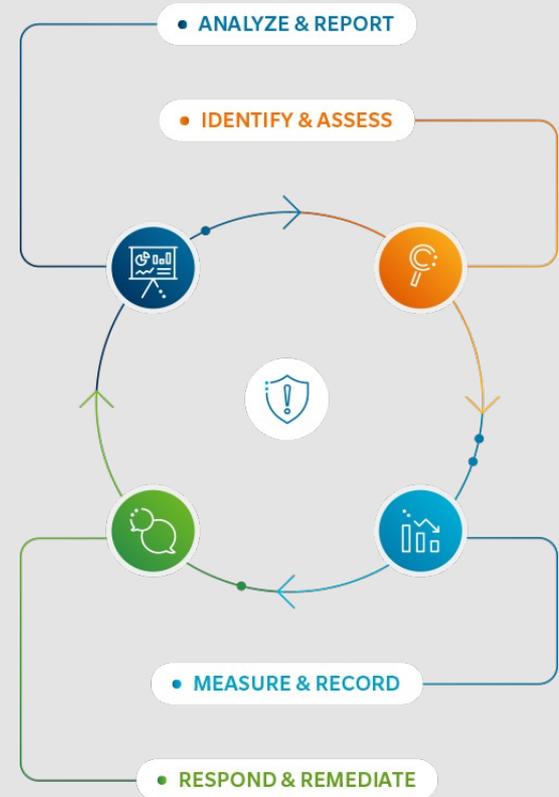
## Managing Business Continuity & Technology Risks

Tradeweb did not experience any data breaches or material system disruptions in the 2022 reporting period.

## Tradeweb Global Risk Management & Compliance

- Regulated Entities Across Global Operations
- Governance and Managerial Responsibility for Compliance
- Code of Business Conduct and Ethics
- Vendor Risk Management
- Employee Training
- Customer Due Diligence
- Anti-Money Laundering Policy
- Software Development & Release Management
- Incident Investigation and Corrective Actions
- Reporting of Irregularities Surveillance
- Regulatory Compliance
- Business Continuity & Disaster Recovery
- Data Privacy & Information Security

## Risk Management Cycle





# Empowering Our People



## DEI Strategy



### 1. Hiring

We recognize that to grow the population of women and underrepresented minorities at Tradeweb we must continue to strive to fill open positions with these groups in mind. While our hiring decisions will always be based on a system of meritocracy, we strive to have at least one female and one diverse candidate included in the interviewing process for all open positions. This is an area of focus for Tradeweb and is reviewed with hiring managers as new positions become available.



### 2. Pipeline and Partnership with Organizations that Support Equitable Access to Education and Opportunity

Each year, we evaluate new opportunities to partner with organizations that provide educational, mentorship, and professional growth opportunities to underserved areas, increasing the potential workforce participation in technology and finance professions. Access to education is key. We support allowing students of all backgrounds and socioeconomic means to participate in quality higher education and have pathways to a fulfilling and profitable career path. We see these partnerships as an opportunity to bolster the pipeline for future Tradeweb hires.



### 3. Inclusion and Retention

We continue to expand the employee engagement opportunities and networks that foster a place of belonging, and an opportunity to educate one another on challenges and life experiences relevant to people from different life experiences, cultures, and backgrounds. We believe that education is the critical first step to acceptance and belonging, and continue to provide educational sessions and facilitate conversations among our global employee base that allow the sharing of experience and a safe place for informed dialogue. Another aspect of our retention strategy is to listen to our employees to help ensure they feel connected to Tradeweb and are receiving what they need at work. We intend to survey employees annually to understand where we are excelling and where we can do better. Listening and subsequently taking action are important and we believe we can foster a deeper sense of belonging with our employees if we take the right steps to consistently and deliberately do better.



One of Tradeweb’s strongest differentiators is what we call collaborative innovation, and core to that is fostering and encouraging diverse opinions and perspectives. Tradeweb’s increased focus on diversity, equity, and inclusion has only strengthened this long-held differentiator, which will continue to be a strategic priority for our company and an asset to our network.”

**Thomas Pluta**  
President, Tradeweb Markets





## 2022 Global Human Capital Metrics

### GLOBAL WORKFORCE BY AGE

	2021	2022	
• UNDER 30	19.3%	211	19.3%
• 30-50	60.5%	650	59.6%
• 50+	20.2%	230	21.1%



### GLOBAL WORKFORCE BY GENDER

	2020	2021	2022	
• FEMALE	30.6%	30.0%	336	30.8%
• MALE	69.4%	70.0%	755	69.2%



### GLOBAL MANAGEMENT\* BY GENDER

	2020	2021	2022	
• FEMALE	23.3%	27.2%	81	26%
• MALE	76.7%	72.8%	231	74%



\* Management is defined as employees that manage at least one other employee.

## 2022 Global Gender by Region

### ASIA

	2021	2022	
• FEMALE	40.5%	18	38.3%
• MALE	59.5%	29	61.7%



### EUROPE

	2021	2022	
• FEMALE	40.6%	106	40.5%
• MALE	59.4%	156	59.5%



### U.S.

	2021	2022	
• FEMALE	26.0%	212	27.1%
• MALE	74.0%	570	72.9%



### U.S. EMPLOYEES BY GENDER & ETHNICITY\*

	ASIAN		BLACK OR AFRICAN AMERICAN		HISPANIC OR LATINO		TWO OR MORE RACES		WHITE		TOTAL
<b>2021 TOTAL</b>	212	28.1%	30	4.0%	26	3.4%	11	1.5%	476	63.0%	755
<b>MANAGEMENT**</b>	59	26.2%	4	1.8%	6	2.7%	2	0.9%	154	68.4%	225
Female	16	29.6%	2	3.7%	1	1.9%	0	0.0%	35	64.8%	54
Male	43	25.1%	2	1.2%	5	2.9%	2	1.2%	119	69.6%	171
<b>ALL OTHER EMPLOYEES</b>	171	30.7%	32	5.7%	21	3.8%	5	0.9%	328	58.9%	557
Female	53	33.5%	10	6.3%	3	1.9%	1	0.6%	91	57.6%	158
Male	118	29.6%	22	5.5%	18	4.5%	4	1.0%	237	59.4%	399
<b>2022 TOTAL</b>	<b>230</b>	<b>29.4%</b>	<b>36</b>	<b>4.6%</b>	<b>27</b>	<b>3.5%</b>	<b>7</b>	<b>0.9%</b>	<b>482</b>	<b>61.6%</b>	<b>782</b>

### 2022 TOTAL U.S. EMPLOYEES BY ETHNICITY



- 230 29.4% Asian
- 36 4.6% Black or African American
- 27 3.5% Hispanic or Latino
- 7 0.9% Two or more races
- 482 61.6% White

\* Based on employee self-identification where available, otherwise in-line with EE01 guidance.

\*\* Management is defined as any employee that manages at least one other employee.



## Turnover

GLOBAL TURNOVER BY YEAR

	2018	2019	2020	2021	2022
<b>VOLUNTARY</b>	10.8%	11.0%	4.9%	10.1%	10.8%
<b>INVOLUNTARY</b>	4.6%	4.9%	4.1%	3.8%	5.0%
<b>TOTAL</b>	<b>15.4%</b>	<b>15.9%</b>	<b>9.0%</b>	<b>13.9%</b>	<b>15.8%</b>

GLOBAL TURNOVER BY GENDER

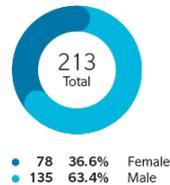
	2021				2022			
	Female		Male		Female		Male	
<b>VOLUNTARY</b>	36	85.3%	65	71.2%	34	63.0%	80	70.2%
<b>INVOLUNTARY</b>	12	14.7%	26	28.8%	20	37.0%	34	29.8%



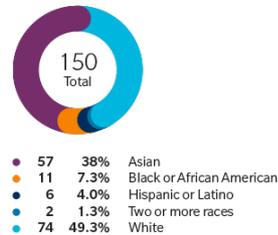
168  
**TOTAL TURNOVER IN 2022**

## 2022 Hiring Metrics

GLOBAL HIRES BY GENDER



U.S. HIRES BY ETHNICITY



6%

### INTERNAL MOBILITY RATE

Calculated by dividing the total number of internal transfers by total number of positions filled in 2022

## Parental Leave

Tradeweb provides a minimum of 16 weeks paid leave globally, for all parental caregivers.

2022 EMPLOYEES USING PARENTAL LEAVE BENEFITS



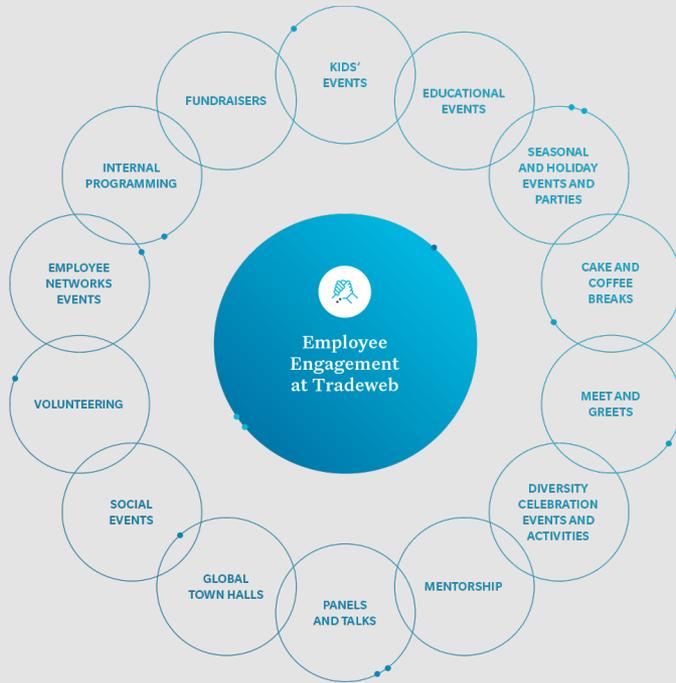
<b>U.S.</b>	<b>International</b>
19 Male	5 Female
9 Female	3 Male
27 Returned	8 Returned
28 Total	8 Total

36  
**TOTAL**

35  
**TOTAL RETURNED**



# Empowering Our People



## 2022 Events

Over the year, we aim to bring a range of unique and diverse events to our employees. Within these events, topic areas are focused on DEI, wellness, engagement, and career development

# 57

AVERAGE COLLEAGUES PER ENGAGEMENT EVENT

# 68

TOTAL ENGAGEMENT SESSIONS

# ~250

## Employees Participate in Employee Networks



## Training Opportunities Provided

### TRADEWEB ACHIEVERS PROGRAM

# 39

Employees participated globally in 2022, 15 training hours per employee

### BUSINESS ASSOCIATE PROGRAM TRADEWEB 101

# 21

Employees and approximately 11 training hours per employee

### BUILDING BETTER LEADERS

# 40

Employees participated at approximately 12 hours of training per employee

### ASSOCIATE AVP TECH PROGRAM

# 44

Employees participated with an average of 6 hours training per employee

### FINANCIAL MARKETS TRAINING

# 15

Employees participated with an average of 10 hours training per employee

### MANAGEMENT TRAININGS

# 30

Employees average per session, with a total of 4 training hours per employee



# A Culture of Giving

## Engaging with Our Communities – Giving Back to Where We Work & Live

### Global Week of Service

One important collaborative initiative at Tradeweb is our Global Week of Service, inspiring employees and their families to give back to local communities during the remembrance week of September 11th. In 2022, we expanded the number of opportunities for Tradeweb employees to give back, including a

host of global volunteering and donation opportunities. We believe in the power of service and charity as core to Tradeweb, and partnering with our employees to create global impact during a week of service is an initiative that allows us to generate positive impact, together.

#### Volunteering



#### Food and Clothing Drives

##### LONDON



##### NEW YORK CITY



##### GARDEN CITY



##### JERSEY CITY



#### Global Sustainability Challenge with BetterClimate

107

EMPLOYEES TOOK AT LEAST ONE ENVIRONMENTAL ACTION OVER THE COURSE OF OUR GLOBAL PILOT OF BETTERCLIMATE

### Philanthropic Donations – SDG Alignment



- 43% SDG 3 – Good Health and Well-Being
- 11% SDG 4 – Quality Education
- 11% SDG 5 – Gender Equality
- 10% SDG 11 – Sustainable Cities and Communities
- 10% Others
- 8% SDG 8 – Decent Work and Economic Growth
- 7% SDG 10 – Reduced Inequalities

### Total 2022 Giving

58

Number of Charities

\$893,639

Total Donations

\$847,639

Total Corporate Donations

\$46,055

Total Matching

530

Total Hours of Employee Volunteering



## GHG Reporting – Scope 1, 2 and 3 Emissions

### EMISSIONS INTENSITY

	SCOPE	2022 EMISSIONS (MT CO <sub>2</sub> e)	2022 EMISSIONS PER EMPLOYEE (MT CO <sub>2</sub> e) <sup>1</sup>	2022 PER \$ MILLION NET REVENUE (MT CO <sub>2</sub> e) <sup>2</sup>	2021 EMISSIONS PER EMPLOYEE (MT CO <sub>2</sub> e) <sup>3</sup>	2021 PER \$ MILLION NET REVENUE (MT CO <sub>2</sub> e) <sup>3</sup>
STATIONARY COMBUSTION	1	36 <sup>4</sup>	0.03	0.03	—	—
FUGITIVE – REFRIGERANTS <sup>5</sup>	1	89 <sup>6</sup>	0.08	0.07	—	—
OFFICE SPACE	2	764	0.7	0.6	0.8	0.7
DATA CENTERS	2	1,850	1.7	1.6	1.6	1.5
PURCHASED GOODS AND SERVICES	3	10,263	9.4	8.6	—	—
CAPITAL GOODS	3	2,063	1.9	1.7	—	—
FUEL- AND ENERGY-RELATED ACTIVITIES	3	767 <sup>7</sup>	0.7	0.6	—	—
UPSTREAM TRANSPORTATION AND DISTRIBUTION	3	727	0.7	0.6	—	—
WASTE (including water) <sup>8</sup>	3	16	0.01	0.01	0.01 <sup>9</sup>	0.01
BUSINESS TRAVEL	3	678	0.6	0.6	0.1	0.1
EMPLOYEE COMMUTING (including remote working) <sup>10</sup>	3	913	0.8	0.8 <sup>11</sup>	0.7	0.7
INVESTMENTS <sup>12</sup>	3	133	0.1	0.1	—	—
<b>TOTAL</b>	<b>1,2,3</b>	<b>18,299</b>	<b>16.8</b>	<b>15.4</b>	<b>3.1</b>	<b>3</b>

1 Based on employee headcount of 1,091 as of 12/31/2022

2 Representing emissions intensity per \$ million of Total Revenue for 2022

3 Based on employee headcount of 1,046 as of 12/31/2021, and \$ million of full year 2021 total revenue

4 For locations where no natural gas consumption data was available, consumption and relative emissions were estimated by using an "average natural gas consumption per square foot of administrative or professional office space" factor from the Environmental Investigation Agency (EIA).

5 Since the amount of refrigerant used was not available, guidance from the EPA was used to estimate the fugitive emissions based on coolant capacity/charge.

6 Includes Tradeweb's share of Scope 1 emissions of one of our data centers, based on floor occupancy. As this figure has been derived from the data center's public reporting, no details on what constitute their Scope 1 was provided. We have therefore added it into our fugitive emissions number.

7 Singapore T&D emissions include fugitive methane only.

8 Waste excludes Asia and EU locations.

9 2021 data not inclusive of water disposal

10 Change of methodology from 2021 to 2022, by replacing the GHG Protocol Employee Commuting average-data method with the distance-based method

11 Tradeweb-specific data was inserted into the formulas from the EcoAct "Homeworking Emissions Whitepaper" in 2022, that was not available for the 2021 calculations.

12 Calculated through the GHG Protocol average-data method through the Greenhouse Gas Protocol's Quantis calculator selecting the category Financial Intermediation, the closest fit to the sector of Tradeweb invested companies.



# Environmental Stewardship



## TOTAL TRADEWEB 2022 CARBON FOOTPRINT (MT CO<sub>2</sub>e)

TOTAL SCOPE 1	TOTAL SCOPE 2	TOTAL SCOPE 3	TOTAL
125	2,614	15,560	18,299

## GLOBAL ABSOLUTE ENERGY INTENSITY

REGION	2022 ABSOLUTE GLOBAL ENERGY CONSUMPTION (MWh)	2022 GLOBAL NUMBER OF FULL-TIME EMPLOYEES <sup>1</sup>	2022 GLOBAL ABSOLUTE ENERGY INTENSITY <sup>2</sup> (MWh per Employee per Region)	2021 GLOBAL ABSOLUTE ENERGY INTENSITY <sup>3</sup> (MWh per Employee per Region)
U.S.	9,555	782	12.2	12.0
EUROPE	2,941	262	11.2	15.2
ASIA	538	47	11.4	12.4
<b>TOTAL</b>	<b>13,034</b>	<b>1,091</b>	<b>11.9</b>	<b>12.7</b>

<sup>1</sup> As of 12/31/2022

<sup>2</sup> Based on employee headcount as of 12/31/2022

<sup>3</sup> Based on employee headcount as of 12/31/2021

## RENEWABLE ENERGY GOALS

### 2021 Goal

Move toward 100% renewable energy coverage over time and formalize a strategy for renewable energy sourcing.

2023 RENEWABLE ENERGY PURCHASE*	MWh
U.S. GREEN-E RECs	6,557
JAPAN NFCs	548

## 2022 RELEVANT SCOPE 3 CATEGORIES EMISSIONS<sup>1</sup>

	EMISSIONS (MT CO <sub>2</sub> e)
CATEGORY 1 – PURCHASED GOODS AND SERVICES	10,263
CATEGORY 2 – CAPITAL GOODS	2,063
CATEGORY 3 – FUEL- AND ENERGY-RELATED ACTIVITIES	767
CATEGORY 4 – UPSTREAM TRANSPORTATION AND DISTRIBUTION	727
CATEGORY 5 – WASTE GENERATED FROM BUSINESS OPERATIONS	16
CATEGORY 6 – BUSINESS TRAVEL	678
CATEGORY 7 – EMPLOYEE COMMUTING INCLUSIVE OF REMOTE WORK IMPACT	913
CATEGORY 15 – INVESTMENTS	133
<b>TOTAL SCOPE 3</b>	<b>15,560</b>

<sup>1</sup> The following Scope 3 Categories are not applicable to Tradeweb:

- Category 8 – Upstream leased assets
- Category 9 – Downstream transportation and distribution
- Category 10 – Processing of sold products
- Category 11 – Use of sold products
- Category 12 – End-of-life treatment of sold products
- Category 13 – Downstream leased assets
- Category 14 – Franchises

## TOTAL GLOBAL SCOPE 2 ENERGY CONSUMPTION (MWh)

	2021	2022
● RENEWABLE	4,179 31%	3,584 28%
● NON-RENEWABLE – EMITTING	6,925 52%	7,186 55%
● NON-RENEWABLE – NON-EMITTING (NUCLEAR)	2,200 17%	2,264 17%



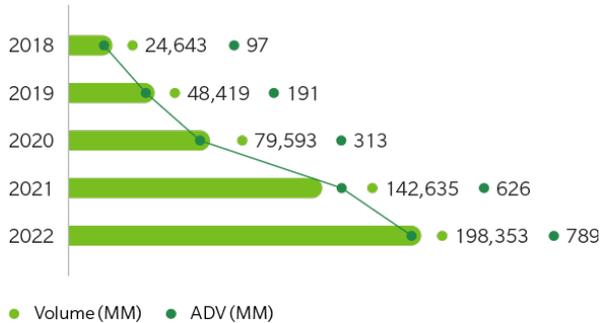


## Sustainable Finance Solutions

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.

## 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.



2022 CBI-Screened\* Green Bonds Accounted for

# \$198.4B

of the total \$207.6B in Green Bond trading volume executed on Tradeweb, an overall YoY increase of

# 39%

Average daily volume for 2022 was

# \$789M

\* Current and historical Green Bond Volumes are calculated using CBI screened Green Bond alignment based on CBI definition of "Green" as of 12/31/2022.

## Note Regarding ESG Disclosures

This presentation represents a good faith effort by Tradeweb to address diverse topics broadly defined as ESG. As such, this presentation includes qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. These statements are not guarantees of future conduct, policies, programs, practices, or performance and are subject to certain risks, uncertainties, and other factors, many of which are beyond the company's control. See "Note Regarding Forward-Looking Statements" below. In particular, the policy statements discussed in this presentation are statements of general policy. It is possible that specific circumstances in our global operations may differ from those described in this presentation. Further, any description of a policy statement contained herein does not constitute a representation of full compliance with such policy statement.

Many of the standards and metrics used in preparing this presentation continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation. In particular, certain historical, current, and forward-looking ESG-related statements are based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and protocols, processes, and assumptions that are subject to change in the future, including as a result of future regulations. Further, the achievement of certain of our ESG goals discussed in this presentation are dependent on the actions of our suppliers, vendors, and other third parties, all of which are outside of our control.

The information, opinions, and statements of intention in this presentation speak only as of the date of this presentation and are subject to change without notice. Tradeweb does not undertake to update or revise any such statements.

## Note Regarding Certain Data

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