

FOUNDATION
EVOLUTION
ACTION
ON TRADEWEB

2023 Corporate Sustainability Report 

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In this report, our fourth, we showcase a maturing of strategy achieved through integration of sustainability principles throughout our growing global business.

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A Message from Our CEO

I am proud to introduce Tradeweb's fourth annual Corporate Sustainability Report.

Last year, I shared a few principles that have guided us in our ESG reporting since the beginning. We committed to transparency with our data, honesty with ourselves and our stakeholders about areas needing improvement, and to approach corporate sustainability as an organic aspect of how we do business. Most important, we vowed to remain authentic. Nearly four years on, I am proud to report that we have steadfastly adhered to these principles, building on our commitment through the continued development of our approach.

At Tradeweb, we believe in the transformative power of technology to unite people and enhance the ways we work. This philosophy extends to our sustainability efforts, where we leverage technology to create efficiencies in data collection and calculations and streamline external reporting to produce consistent, reliable disclosure. These efforts bolster our capabilities, driving meaningful progress toward our goals.

Throughout this report, you will see that we have established a robust foundation, integrating sustainability considerations across our business. This is evident in our evolved disclosure practices and recent actions across the ESG spectrum, which have led to significant progress on all fronts.

Our Spotlight Dealer Diversity Program continues to thrive, with the first half of 2024 marking the highest trading volume since the program's inception two years ago. We are proud of the value this program brings to the 21 veteran-, woman-, disabled-, and minority-owned participating dealers. This program is a source of pride for me and the company, representing the tangible value created through close collaboration with our clients to drive positive change in our industry. We remain committed to fostering an inclusive workplace, empowering our growing diverse employee base, and creating equal opportunities for career development at all levels.

Despite a range of market events and macro challenges over the past year, we witnessed continued expansion of green bond trading on Tradeweb. In 2023, our average daily volume

(ADV) for green bonds surpassed \$1 billion, with full-year green bond trading volume growing by 46% year-over-year. As a leading global fixed-income marketplace for green bond trading, we continually enhance our capabilities to meet client needs and expand our ESG-related securities data offerings.

There were many more ESG highlights over the past year, including:

- Actions to achieve our goal of 100% renewable energy coverage for global operations, as well as completing external assurance of our 2022 GHG reporting and improvements in our climate-related risk management disclosures.
- Improvements in diversity on our Board and senior leadership team, with 36% female representation and 27% ethnic diversity on our Board, as well as 17% female representation and 17% ethnic diversity on our Executive Committee.
- Expansion of our philanthropic partnerships, providing critical resources for our charity partners and communities and offering more volunteering opportunities than ever for our employees.

This year has brought a renewed sense of drive and determination to pursue our ESG objectives. As we navigate an evolving landscape of regulated sustainability reporting, we welcome these opportunities and are improving coordination across our business to prepare for enhanced disclosure. By elevating our performance expectations and holding ourselves accountable, the principles described in this report guide us in how we serve clients, pursue initiatives and partnerships, and attract and retain talent. Reflecting on this year, I am proud to share with our stakeholders the positive steps we are taking and look forward to continuing our essential work toward a more sustainable future.



Billy Hult
Chief Executive Officer



Overview

We welcome the opportunity to share the progress that Tradeweb has made through our global ESG initiatives, driving our focus for 2023 and beyond. This report expands our disclosures across these initiatives sharing key points of progress, including three-year performance across many metrics. This report provides a more granular view into how we approach Sustainability at Tradeweb as well as the steps we've taken to integrate that approach across our business to drive meaningful positive change.

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About This Report

This report represents a view of Tradeweb's Environmental, Social, and Governance (ESG) progress and performance over the 2023 reporting year.

This report was published on August 22, 2024 and covers the 12-month period ended December 31, 2023, for Tradeweb Markets Inc. and all of its subsidiaries (the "company," "Tradeweb," "Tradeweb Markets," "we," "us," or "our"), unless otherwise noted. The progress represented in this report reflects initiatives that were either started, continued or completed in the 2023 reporting year, and all ESG quantitative metrics are stated as of the end of 2023, unless otherwise noted. Information regarding some known events or activities after 2023 are also included. 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 the [SASB](#) Standards in our appendix and in accordance with the [GRI](#) Standards. The report references the [Greenhouse Gas \(GHG\) Protocol](#) for our Scope 1, 2, and 3 emissions disclosure ([pages 43-46](#)) and references updates to our Task Force for Climate-Related Financial Disclosures (TCFD) disclosures. This report also references the United Nations Sustainable Development Goals (SDGs). 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 an update of our ESG Materiality Self-Assessment. 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. The structure of this report, ordering disclosure by governance, social, and environmental is done in line with our stakeholders' assessment of the topics most material to the success of our business. The information provided in this report reflects Tradeweb's approach to ESG as of the date of this report and is subject to change without notice. Please refer to Forward-Looking Statements and Other Disclaimers for important information regarding the forward-looking statements and other information included in this report.

In this year's report, our fourth, we have expanded our data and disclosure metrics.

Some items of note include:

- Evolving Corporate Governance practices ([page 16](#))
- Climate Action – Renewable Energy purchasing program ([page 45](#))
- Emissions reduction goals and progress ([page 45](#))
- Enhanced stakeholder engagement disclosure ([page 11](#))
- Updated [TCFD Report](#)
- Three years of human capital metrics ([pages 27-31](#))
- Evolution of sustainability strategy ([page 6](#))
- Increased cybersecurity disclosure ([pages 22-25](#))
- Holistic employee engagement reporting ([pages 32-37](#))



Our Sustainability Approach

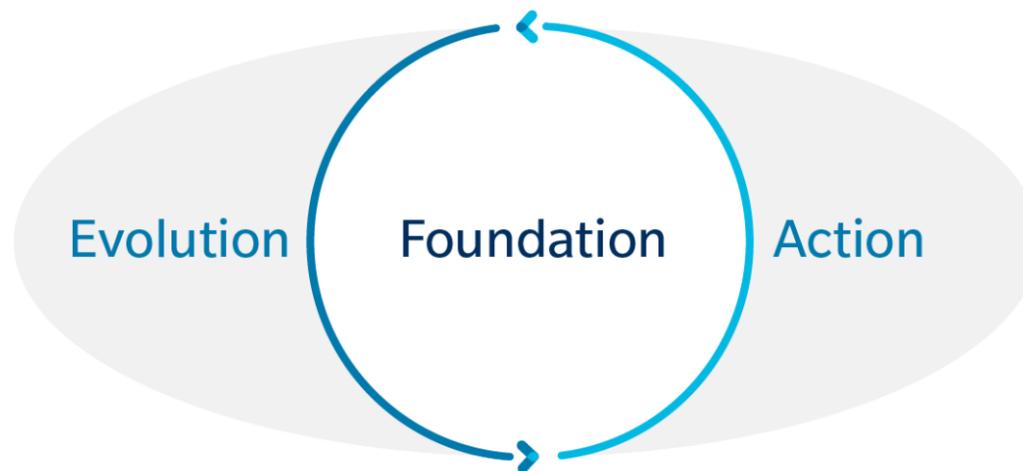
Our approach to sustainability at Tradeweb is rooted in identifying opportunities for ESG leadership in our industry, integrating principles of sustainability into our business and operations decision making, and sharing our progress in our external reporting in a way that is decision-useful and meaningful. Above all we are steadfast in our commitment to transparency, providing a genuine accounting of what we have accomplished each year, and are honest in outlining the work that still lies ahead.

Our sustainability approach can be summarized in the following three words: Foundation, Evolution, and Action.

We first built a strong foundation - assessing areas with opportunity for improvement and implementing processes and policies for data collection, governance, and progress tracking. As we formed that foundation and expanded reporting capabilities we began to evolve in a way that brought ESG governance, cross-operational integration of initiatives, and strategies forward allowing us to not only set goals but to work toward measurable progress on them each year.

We view this evolution as not a destination or a specific stage along the way, but as an ability to adapt and progress. With a strong foundation in place, three years of disclosure across E, S, and G metrics and an evolution of strategy, we have moved forward to a stage of taking targeted action.

Throughout this report, these three elements that encapsulate our sustainability approach are highlighted as they relate to environmental, social, and governance initiatives.



PROCEDURES INTEGRATED FOR SUSTAINABLE BUSINESS PRACTICES:

- Social Responsibility Questionnaire (Vendor Engagement)
- Sustainability Due Diligence Checklist - M&A
- Climate and ESG Risk - Enterprise Risk Taxonomy
- Charitable Donations Policy
- Sustainability Due Diligence Checklist - Office Spaces
- Renewable Energy Certificate Purchase Plan
- Sustainability Due Diligence Checklist - Data Centers



“Since this journey began, we set out to be genuine in our efforts, to be transparent, to navigate our strategic approach to sustainability with integrity, and to aspire to continued excellence. We’ve maintained a walk-before-we-talk stance, ensuring that as we celebrate progress and meaningful milestones, we are honest regarding the ambitious work that still lies ahead. I’m proud of the immense progress we’ve made in a short time by taking a collaborative approach that is authentic to our culture and our business, and that stays true to our values.”



Heather Wooten
Director, Corporate Social Responsibility & ESG



ESG Progress Roadmap

2019

- Tradeweb IPO
- Formation of internal ESG working groups
- Began work to articulate our view on ESG as it relates to our business.

2020

- Formation of our ESG Steering Committee
- Creation of dedicated Corporate Social Responsibility & ESG Role
- Launch of employee-led Sustainability Action Network
- Identification and assessment of executive responsibility for ESG oversight

2021

- Published inaugural Corporate Sustainability Report
- Added ESG Program Manager role
- Launched Climate Bonds Initiative (CBI) partnership
- Designated ESG Board Liaisons
- Expanded ESG rating agency engagement
- Engaged in ESG industry panels
- Awarded Investor Business Daily Best ESG Companies List accreditation

2022

- Published our second Corporate Sustainability Report
- Made significant progress toward our goals
- Began alignment with the UN Sustainable Development Goals (SDGs)
- Completed full accounting of Scope 1, 2, and 3 GHG reporting
- Published ESG Materiality Self-Assessment
- Highlighted in the Morningstar list of Best Sustainable Companies to Own: 2022 Edition
- Launched Spotlight Dealer Diversity Program
- Began publicly disclosing EEO-1 reports
- Formalized supplier social responsibility questionnaire
- Expanded ESG and Climate Governance structures

2023

- Published third Corporate Sustainability Report
- Published Inaugural TCFD Report
- Integrated climate risk into global Enterprise Risk Taxonomy
- Responded to CDP Climate Change questionnaire
- Designated Committees of the Board of Directors to oversee certain ESG topics areas
- Expanded ratings agency engagement
- Received Oceanic Global Blue program 2-star badge for plastic reduction in London and NYC offices
- Joined Sustainable Trading industry group
- Placed 10th in Capital Markets industry on JUST Capital's JUST Companies List
- Formalized renewable energy plan and purchased Energy Attribute Certificates to cover global energy usage
- Distributed global employee survey
- Expanded human capital reporting in line with diversity, equity, and inclusion strategy

About Tradeweb

At Tradeweb we remain purpose-driven to serve global markets. It is this purpose that drives all that we do across our global operations, and in doing so we are rooted in integrity, accountability, creativity, and innovation. We are connected through our core values.

As a values-driven business, we are thoughtful in how we approach our growth and how we think about the future of the company. This is also how we've approached our sustainability strategy from conception to integrating it into our businesses and it is a part of how we are continuing to evolve. In doing so, our sustainability is intrinsically interconnected to our operations, driving us with our best foot forward.

Our Purpose:

Our purpose is simple – to make trading better.

This spirit defines us and our business culture, and it has led to remarkable things. To succeed in our business we must be trusted, and we take the trust that is instilled in us seriously, in all that we do. To preserve it we are transparent, we are honest, we lead with integrity and we hold ourselves accountable.

Move First, Never Stop.

Our first major innovation was to electronify fixed-income trading, and we did just that. 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, bringing new ways to trade and new efficiencies to the desks of traders across products and regions, transforming the way our clients do business.

Sustainability Integration.

Our entire industry is still in the early stages of this journey, integrating sustainable thinking and practices into everyday trading and corporate operations. Progress is accelerating as the global regulatory landscape evolves and expectations rise. We are diligently preparing ourselves to meet the expectations of ourselves and our stakeholders to rise to the challenges of our time and lead through sustainable action.

Our Core Values:



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.



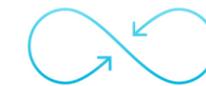
Share Ideas

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



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.



Embrace Differences

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



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.



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.

Our Clients and Our Markets

Tradeweb’s offerings enable our clients to break through to more efficient, innovative, and dynamic ways to trade.

Working closely with our diverse and global client base has led to many of our products and services being deeply integrated into their everyday workflows and propels forward continuous innovation for our markets at large. The expectations that our clients have of Tradeweb and the track record of our performance continues to drive us to new heights each year. We believe our clients not only value what we do, *but how we do it*—staying true to our mission, our vision, and our values. To learn more about the markets that Tradeweb operates in and the products and services we provide to our global client base, please visit our [website](#).

In recognition of our 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
- The electronification of our markets

In recognition of our performance on environmental, social, and governance practices, Tradeweb was included in JUST Capital's annual Ranking, which reviews company performance across five stakeholders (workers, customers, communities, shareholders, and environment), assessing companies in the Russell 1000. In the 2024 Rankings, which assess performance for 2023, Tradeweb was ranked 129th overall (228th last year) and 4th in the Capital Markets Industry (10th last year). Tradeweb was also named, for the third time, to the [Morningstar Best Sustainable Companies To Own list](#).

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 retail size fixed-income trading and portfolio analytic needs.

Tradeweb by the numbers

25 Years of Leadership in Electronic Trading	\$1.34B December 31, 2023 Full Year Revenues	\$1.44T December 31, 2023 Full Year Average Daily Volume
130K+ Daily Trades	\$2.5+ Quadrillion USD Traded Since Launch (as of 1Q2024)	50+ Products Offered Globally
2,500+ Clients Globally	70+ Countries	350+ Technologists
12x Voted Best Fixed-Income Platform Financial News	\$292B 2023 Global CBI-Screened Green Bond Trading Volume	32% Global Female Employee Representation

“Tradeweb has been successful in growing our business in both organic and inorganic ways in 2023. We are able to do this because of the collaborative ingenuity of our people and the entrepreneurial culture we’ve fostered. Tradeweb’s focus on attracting strong talent to serve our global clients has, and will continue to strengthen our ability to grow.”

Sara Furber
Chief Financial Officer



Spotlight Dealer Diversity Program

The **Spotlight Dealer Diversity Program** (Spotlight Program) was launched in June 2022 after a year of careful crafting with the intention of bringing genuine value to the woman-, veteran-, disabled-, and minority-owned dealers that participate on Tradeweb. This value was to be realized in the form of amplifying each dealer's unique mission and capabilities to the market and by creating innovative ways to build smarter trading opportunities between these dealers and buy-side counterparts on Tradeweb.

Our Spotlight program is unique in that it focuses dedicated resources on promoting the dealers in

the program to the market as a whole, as well as directly to Tradeweb's buy-side community, encouraging the introduction of new trading relationships and collaboration of participants to lead to future innovation. To that end we launched the **Meet the Dealers** webpage with impactful videos that bring to life the exceptional potential of connecting people and technology to create value. It is the collaborative nature of the program paired with the multitude of promotional opportunities for our Spotlight Dealers that truly sets our program apart.

THE TRADEWEB DIFFERENCE



Visibility

Highlights on our platform, company website, and social channels



Communication

Discussions on how to best serve the shared needs of the global trading community



Protocols

Enhancements to facilitate business amongst clients and diverse dealers



Network

Introductions and onboarding for disclosed trading

\$7B

Volume executed through the Spotlight credit protocol since launch (as of June 30, 2024)

21

Dealers in the Spotlight Program

9

New Dealers joined since launch

17

Dealers Trade on Tradeweb Direct

17

Dealers Trade U.S. Institutional Credit

Breakthrough Leaders Program

Tradeweb launched the Breakthrough Leaders Awards program in 2021 to recognize women in financial services who are breaking the mold and making a tremendous impact on their individual company and industry more broadly. We launched these awards to showcase the remarkable achievements, efforts and progress made by the women who are leading change so that others may be inspired to do the same. An increased number of women in leadership roles can only be achieved if we as an industry continues to create space and opportunities that encourage women to bring their authentic selves to work. The Tradeweb Breakthrough Leaders recognized in 2023 have broken barriers in their careers and have proven to be true leaders that do so with integrity, empathy and authenticity.



"I am proud of the women who are breaking barriers in our industry, which wouldn't be possible without the support from peers and advocates. It is up to all of us to advocate for an industry that invests in women and provides a clear path forward for women to advance their careers."

Amanda Meatto
Managing Director, Head of U.S. Institutional Rates Sales

Stakeholder Engagement

Maintaining a reputation of delivering on expectations starts with developing meaningful relationships with our stakeholders, and having a constant pulse on evolving shifts in the market and the needs of various stakeholders across many different mediums. Tradeweb believes in engaging with our key stakeholders by meeting them where they are and taking a proactive approach to disclosure and engagement. Throughout the course of each year, we engage with our various stakeholders in the following ways:

INVESTORS

In addition to our periodic reports, proxy statement, annual meeting, investor calls, and regulatory filings, Tradeweb investor relations and sustainability teams pro-actively engage with key investors on ESG, following our annual sustainability reporting cycle. These engagements allow focused discussion on ESG performance and annual review of the material topics identified during Tradeweb's ESG self-assessment. Additionally, we provide a condensed version of our sustainability disclosures in a CSR Investor Deck highlighting key metrics.

EMPLOYEES

We engage with our employees across multiple channels and engagement types including our annual global employee survey launched in 2023, trainings, professional development and learning opportunities, employee networks and events, volunteering opportunities, global employee town halls, regional events, holiday celebrations, inter-team networking events, and our internal intranet platform. Employees have various resources available to them including their manager and HR business partner, for communication throughout the year.

CLIENTS

Tradeweb engages with our clients across many touch points including periodic surveys, office visits, sales meetings, dedicated support desks, regular support calls, collaborative calls to determine ESG and other data needs and functionality requests, innovation discussions for expansion of Spotlight Program, interactive panel events, philanthropic events, networking and industry events, and trading case studies. Tradeweb's continued innovation stems from the partnership and collaboration with our clients around the world.

BOARD OF DIRECTORS AND SENIOR LEADERSHIP

Tradeweb has an active and engaged Board. The Board holds regular meetings throughout the year, as well as special meetings as circumstances require. The committees of the Board oversee various ESG topics, such as ESG strategy, climate risk reporting, diversity and human capital management and cyber risk, and report to the full Board on such matters.

15

Dedicated investor calls from November 2023 to March 2024 to assess ESG materiality topics and Tradeweb's progress on ESG initiatives.

Corporate ESG Performance

Prime



Tradeweb ESG Rating / Assessment Updates

ESG Rating / Assessment Provider	Rating Scale	Original Rating+	Current Rating**	Change
Morningstar Sustainalytics ESG Risk Rating*	Numeric (1-40+, 1=Best)	27.7	15.8	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	43	Improved
S&P CSA	Numeric (1-100)	11	34	Improved
EcoVadis Scorecard	Numeric (1-100)	-	60	N/A

MSCI: in 2024, Tradeweb received a rating of **BB** (on a scaled of AAA-CCC) in the MSCI ESG Ratings assessment

** as of June 30, 2024

+ Rating as of the first time each agency rated Tradeweb, may differ from information disclosed in previous reports

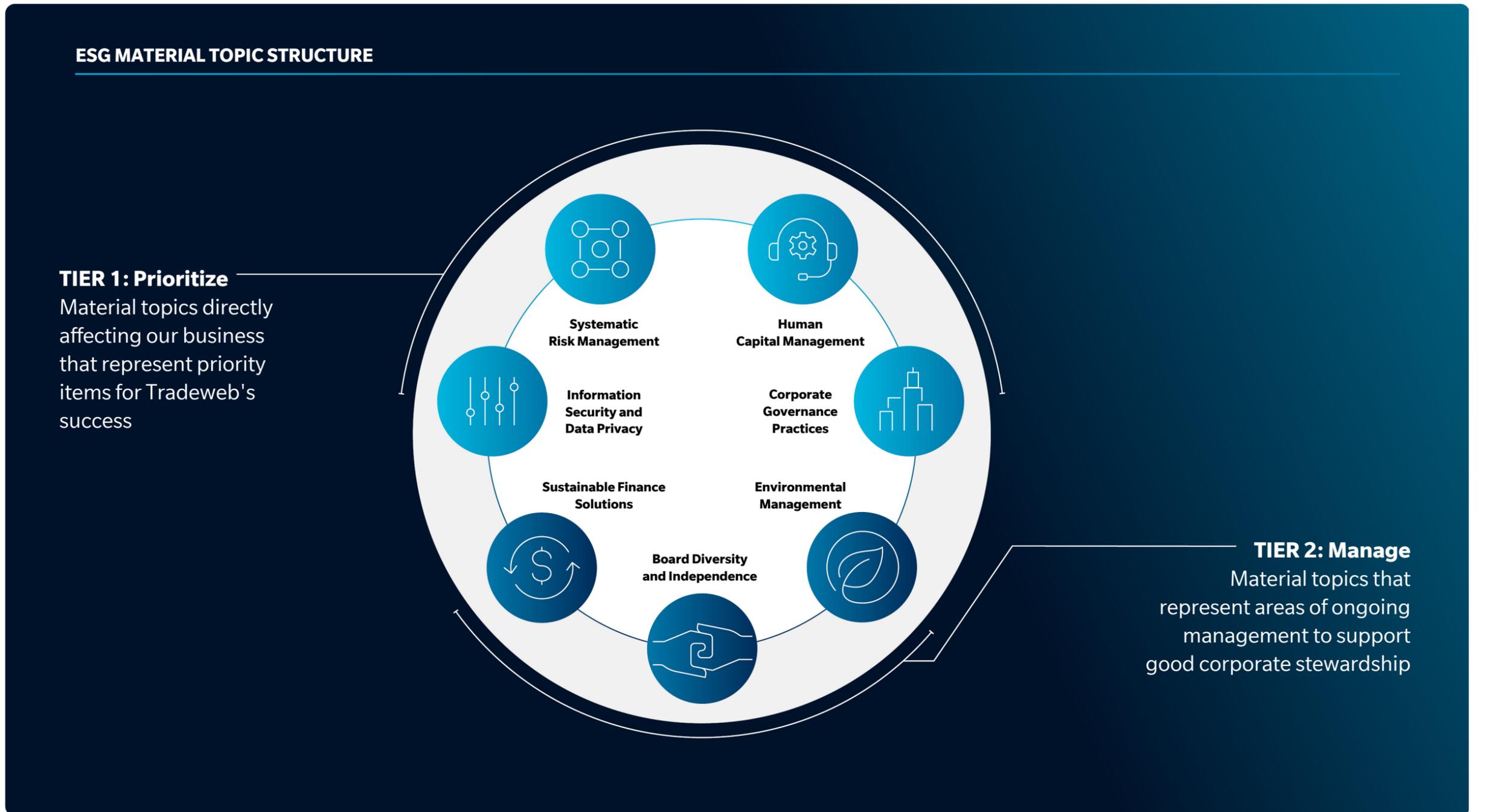
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ESG Materiality Self-Assessment*

Tradeweb conducted an initial ESG Materiality Self-Assessment for the 2021 Corporate Sustainability Report, resulting in two Tiers of material topics. In preparation for this report, we have conducted an update to that assessment, producing only minor changes, following engagement with our largest stakeholders such as our shareholders, executive leadership and Board, as well as our employees and clients.

We have taken the approach to outline our material topics in a way that presents high level areas that encompass various sub-topics across our business. The re-assessment resulted in breaking out the Board Composition and Ownership Structure into two topics: Corporate Governance Practices and Board Diversity & Independence, based on feedback from shareholders and elevating Corporate Governance Practices to Tier 1. These are bucketed into Tier 1 and Tier 2 topics based on an internal view following stakeholder engagement.

**Refer to About This Report and Forward-Looking Statements and Other Disclaimers sections for a discussion of the use of "materiality" and other similar terms in this report.*



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 includes 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. This includes Tradeweb's compliance with evolving global regulation including cyber governance and incident reporting, as well as informing clients of relevant and important information regarding relevant systems and policies.

 **Details on Tradeweb's management of this material topic can be found starting on [page \[22\]](#).**



Systemic Risk Management

Tradeweb's management of systemic 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 includes 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, our risk management systems assist us in meeting applicable regulatory requirements and maintaining transparency across our global operations.

 **Detail on Tradeweb's management of this material topic can be found starting on [page \[19\]](#).**



Corporate Governance Practices

Tradeweb's Corporate Governance practices related to management of polices that govern shareholder rights, ownership structure, compensation, board oversight of ESG and other corporate governance-related topics.

 **Detail on Tradeweb's management of this material topic can be found on [page \[14\]](#).**



Human Capital Management

Tradeweb's ability to attract, 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 and diverse workforce. This topic also includes employee health and safety practices, business ethics and upholding Tradeweb's Code of Business Conduct and Ethics, opportunities for employees to advance professionally and continue relevant educational studies, and employee engagement opportunities. Additionally, we are committed to fair labor practices and protecting the human rights of our employees and across our value chain. 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.

 **Detail on Tradeweb's management of this material topic can be found starting on [page \[27\]](#).**

TIER 2: Material Topics That Represent Areas of Ongoing Management to Ensure Good Corporate Stewardship



Board Diversity and Independence

Tradeweb's commitment to fostering a diverse and independent Board with various experiences, skill sets and demographics.

 **More information on this material topic can be found starting on [page \[15\]](#).**



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 Greenhouse Gas (GHG) emissions across our global operations. This also encompasses performance on environmental metrics, responsible waste disposal and destruction, water management, and energy management.

 **Detail on Tradeweb's management of this material topic can be found starting on [page \[43\]](#).**



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 \[42\]](#).**

A Strong Foundation For Leadership

Good governance is a cornerstone of our business from which we are able to grow and ultimately to succeed. We have built a strong foundation of governance from which Tradeweb continues to grow a more innovative and integrated business for our clients and our markets, while seeking to do so responsibly.

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Tradeweb Governance Structure

Our Leadership

Tradeweb brings together a management team with decades of deep experience in financial markets, technology and electronic trading. Together, they are the architects of an ongoing growth strategy with a sharp focus on improving the trading experience and expanding market opportunities for our institutional, wholesale and retail clients.

Executive Committee*:

17%
Female Representation

17%
Ethnically Diverse Representation

Tradeweb’s Executive Leadership Team*



Billy Hult
Chief Executive Officer



Sara Furber
Chief Financial Officer



Chris Bruner
Chief Product Officer



Enrico Bruni
Managing Director
Head of Europe and Asia Business



Amy Clack
Chief Administrative Officer



Michael H. Cohen
Managing Director
Global Head of Marketing and Communications



Douglas Friedman
General Counsel



Justin Peterson
Chief Technology Officer



Ashley N. Serrao
Managing Director
Head of Treasury, FP&A and Investor Relations



Fred Strobel
Managing Director
Global Head of Human Resources



Scott Zucker
Chief Risk Officer

*Thomas Pluta will serve as President of the Company until September 30, 2024. Amy Clack joined Tradeweb on August 12, 2024. Executive Committee statistics are inclusive of Mr. Pluta and Ms. Clack.

Our Board of Directors

Tradeweb’s Board of Directors has evolved over the last five years since its IPO and is currently comprised of directors with exemplary industry leadership and business acumen, as well as a diverse set of skills, experiences, and perspectives.

The Company 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, the Company sees diversity at the Board level, in accordance with applicable equal opportunity laws, as an essential element in supporting the attainment of its strategic objectives and development. In furtherance of this, as part of the search process for each new director, women and minority candidates are included in the pool from which Board nominees are chosen and at least one woman and one minority candidate are interviewed as part of any director search process.

Our corporate governance policies and committee charters can be found on the [Corporate Governance](#) page of our website.

KEY CORPORATE GOVERNANCE PRACTICES

27%

Ethnically diverse board

Independent Board Chairperson

Adopted Annual Say-on-Pay in 2024

36%

Female board representation

Lead Independent Director

Inclusion and interview of gender and ethnically diverse candidates in any pool of candidates from which board of director nominees are chosen, and Board Diversity Policy

64%

Independent board

Director Overboarding Policy (pg. 20-21 of [2024 Proxy](#))

100%

Independent board committees

Executive Compensation Tied to Long-Term Company Performance Metrics

Board Committees with oversight of ESG, Climate Risk Reporting, and Human Capital Management



“Tradeweb's Board has evolved significantly since the IPO in 2019. The current slate of directors represents the most diverse and independent Board since becoming public, bringing a range of expertise and perspectives befitting a growing global business. The Board is keenly focused on promoting good governance practices aligned with our shareholders' interests.”

Jacques Aigrain
Chairman of the Board
Tradeweb Markets



Tradeweb Board of Directors (as of August 15, 2024)*

			
Jacques Aigrain Chairman of the Board Tradeweb Markets I C N 2	Balbir Bakhshi Chief Risk Officer London Stock Exchange Group plc	Steven Berns Former Chief Operating Officer & Chief Financial Officer I A	Troy Dixon Founder and Chief Investment Officer Hollis Park Partners LP I N
			
Scott C. Ganeles Chief Executive Officer iAltA I A C	Billy Hult Chief Executive Officer Tradeweb Markets	Catherine Johnson Group General Counsel London Stock Exchange Group plc	Paula B. Madoff Lead Independent Director, Tradeweb Markets Advisor, The Goldman Sachs Group, Inc. I A C N 3
			
Lisa Opoku Chief Operating Officer FS Investments I N	Rana Yared General Partner Balderton Capital I A		

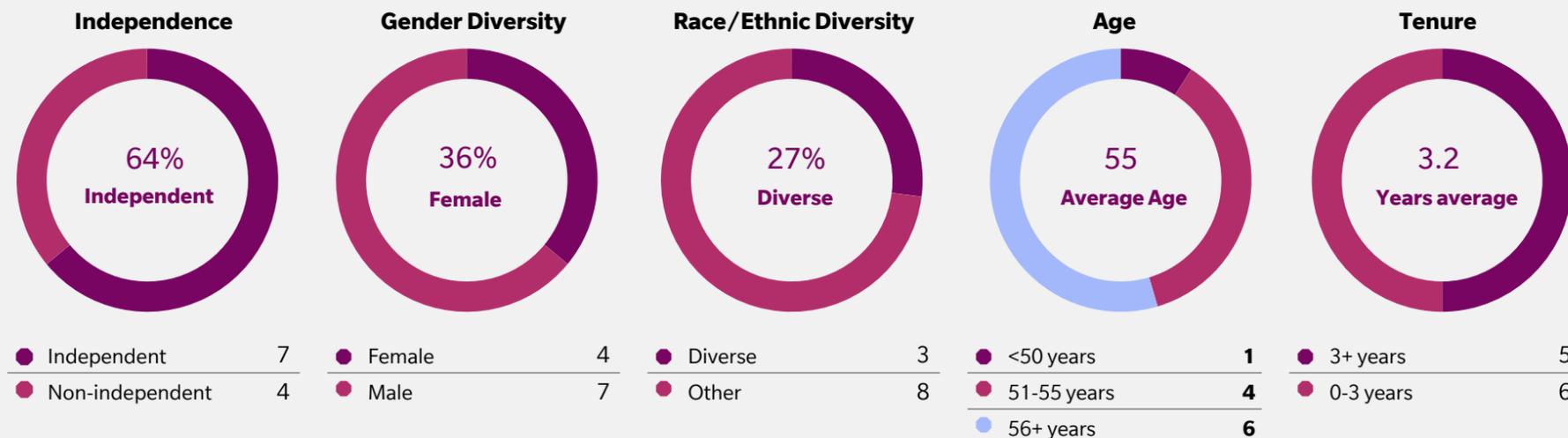
● Chairperson
 I Independent
 A Audit Committee
 C Compensation Committee
N Nominating and Corporate Governance Committee
 2 Number of Other Public Company Boards

* Lee Olesky resigned from the Board effective as of June 30, 2023. Lisa Opoku joined the Board effective as of March 7, 2024. Murray Roos resigned from the Board effective as of June 10, 2024. Thomas Pluta will resign from the Board effective as of September 30, 2024. As of August 15, 2024, there is one vacancy on the Board.

DIRECTOR SKILLS AND QUALIFICATIONS



BOARD INDEPENDENCE, AGE, DIVERSITY AND TENURE



ESG Governance at Tradeweb



The Board committees above oversee ESG-related metrics and disclosure strategies during scheduled meetings throughout the year. At least on an annual basis, each of the Committees meets to discuss its relevant area of ESG oversight and informs the full Board of such discussions.



“Environmental, Social, and Governance topics are important to our investors. I’m proud of Tradeweb’s accomplishments thus far, and of the progress that continues to be made as the company aspires to excellence across these areas. As a Board, we are committed to supporting the evolution of Tradeweb’s sustainability initiatives and disclosure.”

Paula Madoff
Lead Independent Director and Chair of Nominating and Corporate Governance Committee of the Board

OUR 2023-2024 ESG STEERING COMMITTEE

DIVISION	NAME	TITLE
Legal and Regulation	Douglas Friedman**	General Counsel
	Jennifer Keser	Head of Regulation & Market Structure (Europe & Asia)
Risk and Operations	Scott Zucker**	Chief Risk Officer
	Stanislas Beckmann	Head of Tradeweb EUBV
	Rachel Gardezi	Head of Enterprise Risk Management
Finance	Sara Furber**	Chief Financial Officer
	Ashley Serrao**	Head of Treasury, FP&A and IR, ESG Steering Committee Chair
	Sameer Murukutla	Managing Director, Global Investor Relations
ESG	Heather Wootten	Director of Corporate Social Responsibility & ESG
Technology	Justin Peterson**	Chief Technology Officer
Marketing and Communications	Michael Cohen**	Global Head of Marketing & Communications
	Susan Bennett	Head of Global Marketing
	Daniel Noonan	Head of Global Communications
Sales and Relationship Management	Keith Fell*	Head of Senior Relationship Management, U.S.
	Nawel Khelil*	Managing Director, Co-Head EMEA Sales
	Robert Marchetti*	Managing Director, Co-Head EMEA Sales
Human Resources	Fred Strobel**	Global Head of Human Resources

* Denotes member of the Tradeweb Global Operating Committee

** Denotes member of the Tradeweb Executive Committee

Enterprise Risk and Compliance Governance

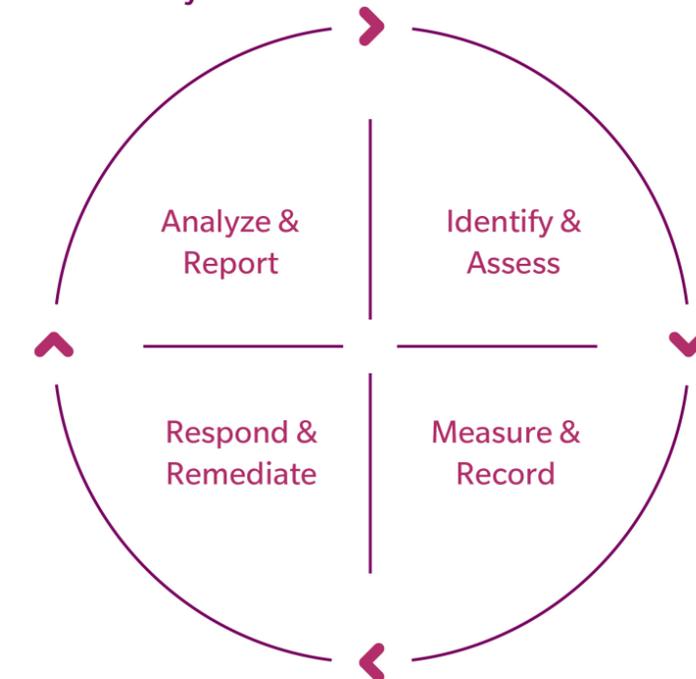


➔ For more information on the role of the Board of Directors and the role of Management within Tradeweb's cybersecurity program, see Part 1, Item C - Cybersecurity of our [2023 10-K](#).

Enterprise Risk Management

Given the nature of our business, effective risk management, particularly in areas like information security, technology infrastructure, and data management and privacy, is critical to the successful operation of our business and our ability to continue to deliver reliable technology solutions and services that power financial markets forward. To this end, we have comprehensive governance and management systems in place across our global operations that are designed to support successful operations of our systems, regardless of external conditions and factors. We monitor these systems and seek to deploy best practices so that we can keep pace with expanding and evolving complexities where needed as our business continues to grow, in particular as the landscape of technology and cyber criminality advances. Striving to employ a best-in-class governance and management system for Risk and Compliance composed of global and regional committees, we believe helps Tradeweb to identify risks, put proper mitigation and preparedness planning in place, monitor adherence to established processes and procedures, all while continuously updating and refining to meet evolving needs and to help ensure that any necessary response is prompt and identifies a resolution. In this report, we highlight many of the systems and procedures as they were outlined in previous reports with the addition of a dedicated Cybersecurity and Data Privacy section. For more information please see our publicly available [Risk Management Fact Sheet](#).

Risk Management Lifecycle



Global Risk Management and Compliance

To adhere to regulatory requirements and provide critical information to our clients, we undergo annual audits and compliance procedures. Annually, we facilitate System and Organization Controls ("SOC") 1 and SOC 2 audits for all our relevant business lines. We are compliant with the European Union General Data Protection Regulation and the United Kingdom General Data Protection Regulation (collectively, "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, we implemented increased monitoring across our entire system architecture to support a hybrid work environment. For more on our cyber security risk management see [page 22](#).

Regulated Entities Across Global Operations

Tradeweb currently has office locations in New York City—our global headquarters—and in Jersey City, Garden City, Miami, Boston, Chicago, London, Amsterdam, Paris, Tokyo, Singapore, Shanghai, Hong Kong, Sydney and Dubai.

Throughout our global operations, we operate multiple regulated entities that support our business with our global client base.

“Tradeweb is firmly established around the globe, serving as a leading force for more liquid, more efficient markets. Regardless of their jurisdiction, clients rely on us to provide them with regulated, robust and reliable marketplaces to satisfy their risk transfer needs.”

Enrico Bruni
Head of Europe and Asia Business



TRADEWEB MARKETS IS REGULATED IN THE FOLLOWING MAJOR MARKETS

North America

U.S. — Tradeweb LLC, Tradeweb Direct LLC, Dealerweb Inc. are Securities and Exchange Commission (SEC) registered broker-dealers. Tradeweb Direct LLC and Dealerweb Inc. are operators of Alternative Trading Systems (ATS) and members of FINRA, and Tradeweb Direct LLC is a member of MSRB. Dealerweb Inc. and Tradeweb LLC are registered Introducing Brokers with the National Futures Association (NFA). TW SEF LLC, DW SEF LLC Commodity Futures Trading Commission (CFTC): registered as operators of Swap Execution Facilities (SEF).

Canada — Tradeweb LLC, Tradeweb Direct LLC, TW SEF LLC, DW SEF LLC, and Dealerweb Inc. are registered with the Ontario Securities Commission (OSC) and additional Canadian regulators across provinces as either International Dealers or Exempt Foreign Trading Venues and may also offer services in Canada pursuant to an exemption from ATS registration.

Mexico — TW SEF LLC is a Recognized foreign trading venue.

Europe and Middle East

United Kingdom — Tradeweb Europe Limited is regulated by the Financial Conduct Authority (FCA) as an Authorized Investment Firm and permissioned to operate as, and regulated as, a Multilateral Trading Facility (MTF), an Approved Publication Arrangement (APA), and an Organized Trading Facility (OTF). Tradeweb Execution Services Limited is regulated by the FCA as investment firm with permission to do matched principal trading.

The Netherlands — Tradeweb EU B.V. is permissioned to operate, and regulated, as an MTF, APA and OTF. Authorized to offer service throughout European Union (EU) and European Economic Area pursuant to European Passport regime. Tradeweb Execution Services B.V. regulated by Autoriteit Financiële Markten (AFM) as investment firm with permission to do matched principal trading. Tradeweb's APA is authorized and supervised by European Securities and Markets Authority (ESMA)

Switzerland — DW SEF LLC and TW SEF LLC are exempt trading venues in Switzerland. Tradeweb Europe Limited, Dealerweb, and Tradeweb EU B.V. are recognized foreign trading venues in Switzerland.

Dubai — Tradeweb Direct LLC, Dealerweb Inc., TW SEF LLC, Tradeweb Europe Ltd, and Tradeweb EU BV are Recognized Bodies of the Dubai Financial Services Authority.

Asia Pacific

China (Shanghai) — Tradeweb Information Technology Services (Shanghai) Co., Ltd. is a wholly-owned foreign enterprise in China and is a recognized electronic trading platform by the People's Bank of China (PBOC).

Japan (Tokyo) — Tradeweb Japan KK ("Tradeweb Japan") is regulated by the Financial Services Agency of Japan (JFSA), granted a Private Trading System (PTS) Operator License and is a notified Electronic Trading Platform (ETP). Tradeweb Japan is a member of the Japan Securities Dealers Association (JSDA).

Hong Kong — Tradeweb Europe Limited is authorized by the Hong Kong Securities and Futures Commission to provide Automated Trading Services in Hong Kong.

Singapore — Tradeweb Europe Limited and Tradeweb Australia Pty Ltd are regulated by the Monetary Authority of Singapore as a Regulated Market Operator.

Australia — Tradeweb Australia Pty Ltd holds a Tier 1 Domestic Australian Markets License ('AML') in Australia. Tradeweb Europe Limited, Tradeweb EU B.V. and TW SEF LLC all hold an Overseas AML. All AML holders are regulated by the Australian Securities & Investments Commission.



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 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 on [page 19](#) of this report, 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.



Customer Due Diligence

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



Anti-Money Laundering (AML) Policy

All of Tradeweb's regulated entities have AML policies. These policies and associated controls are designed to ensure that Tradeweb complies with the requirements and obligations set out in applicable U.S. and foreign legislation, regulations, 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 updates 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 client information is to be reported to Tradeweb Senior Management, Legal, and Regulatory Compliance. Notification of a breach to regulators and affected clients will be communicated within mandated timescales and in accordance with the incident response plans and appropriate playbooks. Public reporting of any material cyber incidents will also be made in accordance with applicable SEC rules.



Software Product Design and Lifecycle Management

Tradeweb follows a structured software development lifecycle process where technical requirements are developed with secure coding practices. Code is then quality assurance tested before release. Technology releases are planned by using standardized testing and deployment processes, involving change and release management protocols and authorizations, with thorough internal and external communication. We also conduct periodic system testing and maintenance.



Vendor Risk Management

Our Third-Party Risk Management strategy and function is managed by Tradeweb's Risk Management department, which reports to Tradeweb's Chief Risk and Administrative Officer. In support of this function, ownership and accountability of the Third-Party Risk Management lifecycle also include the internal Tradeweb department that onboards/sponsors the vendor, as well as departments such as Legal, Risk, Regulatory Compliance, Infrastructure, and Technology. This strategy identifies and mitigates risks resulting from third-party vendors, with a goal of 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 on Tradeweb's strategic objectives.



For more details on Tradeweb's Business Continuity & Disaster Recovery (BC/DR) Strategy, Approach & Governance, including business continuity supplier risk and crisis management, see Tradeweb's [Business Continuity and Disaster Recovery Fact Sheet](#) on our website.

Cybersecurity & Data Privacy

Cybersecurity

As a leader in building and operating electronic marketplaces, we face a broad set of cybersecurity risks stemming from managing complex technology systems, handling sensitive data, and the digital nature of our business. Managing cybersecurity risk is critically important to our business. We have comprehensive cybersecurity risk management and governance systems in place across our global operations designed to support the successful operation of our systems.



“As an electronic trading marketplace, safeguarding client, personal, and proprietary data, as well as our global infrastructure is crucial to our success. In an evolving landscape of sophisticated cyber threats, we are dedicated to deploying a comprehensive suite of resources designed to bolster our cybersecurity risk management procedures and protections and well-equip our employees to identify and respond to potential threats.”

Bala Rajagopalan
CISO



Cybersecurity Risk Management and Strategy

We operate in an environment where cybersecurity risks are a dynamic and evolving factor. We are committed to appropriately managing and minimizing the impact of cybersecurity risk on the achievement of our business objectives. We view cybersecurity risk management as a fundamental business process essential to our overall success. As such, we have integrated our cybersecurity program into our comprehensive risk program, which is in place to support the management and oversight of risk across our organization. The risk program establishes a consistent approach for identifying, assessing, measuring, mitigating, and reporting on material risks, including cybersecurity risks. Our risk program is composed of process components such as risk governance, risk identification and assessment, risk measurement, risk response and remediation and risk analysis and reporting.

The general objectives for our cybersecurity program are to protect our information systems from cyber threats and to protect the confidentiality, integrity and availability of systems and information used, owned, or managed by Tradeweb and our clients. This involves a comprehensive and ongoing effort to protect against, detect, and respond to cybersecurity threats and vulnerabilities.

Our cybersecurity program includes a number of components, such as:

- conducting regular risk assessments to identify potential vulnerabilities and threats;
- implementing strong cybersecurity frameworks by adopting policies, standards and guidelines derived from a combination of ISO/IEC 27001 principles, the National Institute of Standards and Technology cybersecurity Framework and industry best practices;
- enforcing strict access control policies as appropriate;
- implementing strong encryption protocols;
- utilizing advanced threat detection systems;
- conducting regular security audits and penetration testing;
- conducting thorough security assessment of third-party vendors and service providers on an ongoing basis; and
- continuous monitoring of internal and third-party systems.

As part of our Cybersecurity program, we have robust incident response and business continuity plans designed to provide a framework for quick and effective remediation of cyber issues, which are tested periodically throughout the year.

Additionally, we have worked to create a culture of security by providing regular cybersecurity training to employees to raise awareness about various cyber threats like phishing, social engineering, and insider threats. We provide additional targeted training to individuals responsible for managing our information systems. We also maintain cyber insurance coverage intended to mitigate certain costs associated with certain cybersecurity events. In addition, each year, we undergo SOC 1 and SOC 2 audit reviews performed by an independent third-party firm to test our information technology systems internal controls. In 2023, we also engaged a third-party service provider to conduct a cybersecurity maturity assessment of our information security program. We also regularly engage additional assessors, auditors and service providers in connection with the implementation, assessment, enhancement and evaluation of our cybersecurity program, including our risk-management processes.

CYBERSECURITY STRATEGY AND OBJECTIVES

Our Cybersecurity strategy is aligned with our business goals prioritizing the protection and seamless operation of our technology systems. We are committed to safeguarding sensitive trade and customer information by making strategic investments in prevention, detection, and recovery planning. Our objective is to proactively defend against potential intrusions, ensuring the integrity and security of our network and systems.

CYBER RISK MANAGEMENT

Due to the dynamic nature of our business, we continuously adapt to evolving cyber threats through a robust cybersecurity risk assessment framework. This proactive and systematic process allows us to identify, analyze, and evaluate cybersecurity risks on an ongoing basis. Our comprehensive assessment encompasses core cybersecurity functions, including asset management, threat intelligence, risk analysis, control implementation, monitoring and detection, incident response, reporting, and security awareness.

SECURITY INCIDENT RESPONSE

We have implemented a comprehensive Cybersecurity Incident Response Plan (CIRP) to ensure that standard protocols are rigorously followed and effectively addressed. As a key component of this plan, a rapid recovery plan has been implemented focusing on the speed at which we can recover our technology systems and business processes. Additionally, we regularly conduct crisis management tabletop exercises that involve personnel at various levels of seniority across the company, including executives, senior management, and board members. Additionally, technical tabletop exercises are carried out with our technology teams, focusing on enhancing technical capabilities and resilience.

SECURITY AWARENESS TRAINING

We conduct regular awareness training sessions for employees throughout the year to equip them with the skills needed to identify potential threats. Our monthly simulated phishing training campaigns require employees to recognize and report suspicious emails, helping them prepare for tactics that malicious actors may use via email to exploit them. We also deploy simulated and video-based training sessions each month to foster a security-conscious culture and educate employees on various forms of cyberattacks.

Frequent updates are shared through internal communications—such as emails, newsletters, and the intranet—to keep employees informed about recent threats and to reinforce best practices. Additionally, a quarterly newsletter is distributed to inform employees of the latest threats affecting the end-user space and providing tips on how to identify and report them.

ENGAGEMENT WITH INTERNAL AND EXTERNAL PARTIES

Tradeweb maintains regular touchpoints with internal stakeholders, including briefings to the Board, executive management, the Enterprise Risk Committee, and the Operating Committee, where we discuss the current threat landscape, risk profiles, and potential impacts.

We also maintain regular communication with external parties, engaging in continuous dialogue with clients through due diligence processes that emphasize our protective measures and incident response plans. Additionally, we ensure open communication channels with key third-party vendors to convey our security requirements, including specific cyber-related expectations.

Members of Tradeweb's Cybersecurity team actively participate in various industry groups, such as FS-ISAC and SIFMA.





Technology and Cybersecurity Environment

Our business and its success are largely impacted by the introduction of increasingly complex and sophisticated technology systems and infrastructures and new business models. Offering specialized trading venues and solutions through the development of new and enhanced platforms is essential to maintaining our level of competitiveness in the market and attracting new clients seeking platforms that provide advanced automation and better liquidity. We believe we will continue to increase demand for our platforms and solutions and the volume of transactions on our platforms, and thereby enhance our client relationships, by responding to new trading and information requirements through utilizing technological advances and emerging industry standards and practices in an effective and efficient way. We plan to continue to focus on and invest in technology infrastructure initiatives and continually improve and expand our platforms and solutions to further enhance our market position.

Data Privacy

As a global company 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 subject to the risk of data breaches, and other information security threats. We rely on the security of our data and systems to protect both ourselves and our clients, and we are committed to our privacy and information security obligations. Our clients and global regulators expect us to maintain a high grade of security to safeguard the information our clients trust us with.

Investment in data privacy compliance, risk mitigation and management continue to remain a top priority to our company. Tradeweb has a comprehensive data privacy and cybersecurity program based on recognized industry standards which are embedded in our global risk management program. To this end, we have utilized ISO 27001, NIST guidance and industry best practices to implement our internal processes.

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 lifecycle management, and other security practices. To ensure our policies are upheld throughout the organization we have dedicated global teams and a range of security measures that are regularly evaluating various privacy and security threats, identifying associated risks, prioritizing remediation efforts, and implementing necessary safeguards

designed to ensure continued protection of the information systems, networks 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. The policy 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 privacy policy, [here](#).

As a leader in our industry with a focus on transparency and compliance, Tradeweb is involved with various external organizations with a goal to protect not just our company, 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 the 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.



Commitment to Business Ethics

As we have since inception, Tradeweb is committed to doing business ethically, upholding the highest standards in how we engage with all internal and external stakeholders and partners.

➤ **See the Honest and Ethical Conduct section of our [Code of Business Conduct and Ethics](#) for more information.**

⚖️ **Respecting Human Rights**
As a global company and a responsible corporate citizen, Tradeweb is committed to the support, respect, and protection of human rights. We strive to conduct our business operations with the goal of upholding global standards of human rights, such as those described in the United Nations Universal Declaration of Human Rights, including eliminating all forms of modern slavery, human trafficking, and child labor. Our Modern Slavery Act Transparency Statement is a UK-specific statement which further exemplifies our dedication to these standards. Tradeweb prioritizes ethical business practices that uphold equal opportunity and fair labor and ensure that the human rights of our employees and stakeholders are upheld and protected. Tradeweb encourages and promotes equal rights in our operations, including through our policies and procedures. For example, the [Tradeweb Code of Business Conduct and Ethics](#) highlights our commitment to an equal opportunity and ethical workplace. It is our priority to ensure adequate accommodations that

support the health and safety of our employees and promote safe working conditions and overall well-being. We encourage employees to take human rights considerations into account across all business operations and activities and welcome discussions on topics related to human rights issues with all of Tradeweb's stakeholders. All Tradeweb colleagues have the right to address ethical concerns without fear of retribution. Tradeweb has a zero-tolerance policy for retaliation of any kind against employees who report ethical concerns in good faith.

📦 **Ethical Supply Chain & Supplier Engagement**
Ensuring that all we do is in line with our corporate values and that our partners uphold our standards is of great importance to delivering on our promise to our clients - to move markets forward - and to do so responsibly. To that end, Tradeweb has been engaging with suppliers and prospective suppliers through a mandatory Social Responsibility Questionnaire (SRQ). Our SRQ asks partners and potential partners to disclose whether or not they track their environmental footprint, if they have any science-based targets or net-zero plans, as well as questions on other ESG topics such as human rights, diversity policies, minority ownership status, and expectations of sub-contractors. Additionally we maintain a [Supply Chain Transparency](#) policy in line with the Modern Slavery Act, for our international business. We are currently in the process of creating further engagement opportunities with global suppliers on an ongoing basis, regarding their

environmental footprint, emissions disclosures, and plans for emissions reduction target-setting. To that end, we have completed an analysis of our current suppliers to monitor and track those that have already committed to setting science-based targets with the Science Based Targets Initiatives.

As we recognize our place within our clients' value chains, we have engage with additional external ESG scorecard and ratings agencies, such as EcoVadis and JUST Capital, to meet the evolving needs of our partners and clients. Such scorecards and assessments will be helpful as our partners and clients manage their own corporate supply chain initiatives. We feel this is an important step in both transparency of our efforts and meeting our partners where they are.



An Evolving and Impactful Culture

Building a culture that is entrepreneurial, innovative, inclusive, and collaborative starts with our people. We are able to foster this culture as a growing global organization through collaborative interactions within and across teams, by celebrating the diverse backgrounds and experiences of our employees, and by connecting with our communities and each other to share experiences and inspire one another to personal and professional greatness.



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Empowering Our Global Workforce

Our greatest strength has always been our people. We believe that the innovative, diverse perspectives and deep industry knowledge that our global workforce brings together continue to propel our growth.

As a people-first company we believe that it is our team members, their expertise, innovative ideas, willingness to collaborate, and ability to bring various perspectives together, that sets Tradeweb apart, enables us to deliver excellence to our markets year after year, and ultimately drives our business forward. We operate on the understanding that embracing our differences and elevating those differences as strengths can, and has, set us apart.

“We continue to deepen our relationships with diversity organizations that assist students and young professionals with paths to mentorship, career guidance and employment opportunities. These partnerships, such as StreetWise, TEAK, Adaptive Growth Leadership and First Workings are a demonstration of our commitment to not only recruit from a diverse pipeline of talent, but to support the programs that help foster the growth of those who are in these critically important programs.”

Fred Strobel
Managing Director,
Global Head of Human Resources



Tradeweb aims to foster and grow a lively and inclusive workplace, in which we provide opportunities for professional development and career growth.



We provide employees with various opportunities to check-in throughout the year including dedicated formal processes for annual performance reviews for all employees, as well as structured mid-year check-ins for all employees with their managers. Even as a growing company, we believe it is important to maintain an open-door culture where employees feel comfortable to reach out and share ideas with leaders across the company, and to share feedback throughout the year with their dedicated human resources business partner.

We are committed to continuing to foster an inclusive workplace, growing our diverse employee base in accordance with applicable employment laws, and creating equal opportunities for career development at all levels. We aim to expand the engagement and professional development opportunities available for all employees, encouraging individual growth that drives collective innovation for our business. These goals remain our highest social priorities. Our strategy to achieve these goals is rooted in the following pillars:



Hiring

We recognize the importance of a diverse workforce in achieving our goals as a company. While our hiring decisions will always be based on a system of meritocracy, we strive to expand the pipeline of candidates we interview so that we are always considering a diverse group of talented professionals for every open role. This is an area of focus for Tradeweb and is reviewed with hiring managers as new positions become available, subject to applicable equal opportunity laws.



Pipeline and Partnership with Organizations that Support Equitable Access to Quality Education

We believe strongly that equitable access to quality education is a critical first step to building generations of new talent that will form a pipeline of robust and diverse candidates in the workforce. To support this effort, we partner with a variety of organizations around the world that provide educational, mentorship, and professional growth opportunities to underserved areas, increasing the potential workforce participation in technology and finance professions. These partnerships provide opportunities for students from diverse 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 Tradeweb’s pipeline while simultaneously providing support for socioeconomic mobility around the world.



Inclusion and Retention

We strive to create a company culture where all employees feel that they belong and are included. Inclusivity can be felt when all employees feel heard, that their experience and opinions matter, that they are represented and acknowledged, that holidays and cultural expression are celebrated, that social issues and a range of human experience topics are given a platform to be discussed and foster learning, and by creating a safe space where employees know they are valued and respected. We believe that a culture of inclusion is a key building block to creating a workforce that is proud and motivated to contribute and to build their career at Tradeweb. Retention is bolstered not only through creating an environment where employees feel a sense of belonging, but also by providing employees with competitive and comprehensive benefits and perks. To read more about benefits and professional advancement offerings see [pages 33-37](#) of this report.

Human Capital Metrics

We believe strongly that visibility inspires possibility. To that end, we aim to reflect diversity at all levels of our growing global employee base, including among our leadership. Tradeweb is proud that, through our initiatives to recruit from a diverse pipeline of talent, our focus on creating equal employment opportunities for all, and continued efforts to foster an inclusive work environment, in 2023, female representation globally increased to 32.1% up from 30.8%, and diverse representation in the U.S. increased to 40.9% from 38.4%, in 2022. Additionally, we experienced an anticipated decrease in turnover with total global turnover dropping 5.6% to 10.2% in 2023. We are proud of the initiatives we have in place to grow the existing talent at Tradeweb so that employees evolve personally and professionally along with the company, ultimately leading to lower turnover and higher employee satisfaction.

We have dedicated tremendous focus to bolstering our internship program, providing a comprehensive understanding of Tradeweb business and exposure to senior leadership. We are proud of the number of interns that have remained with the company, following this program.

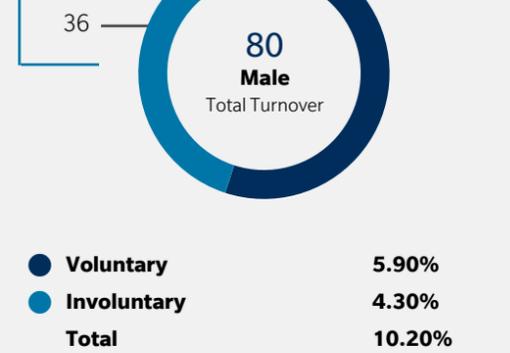
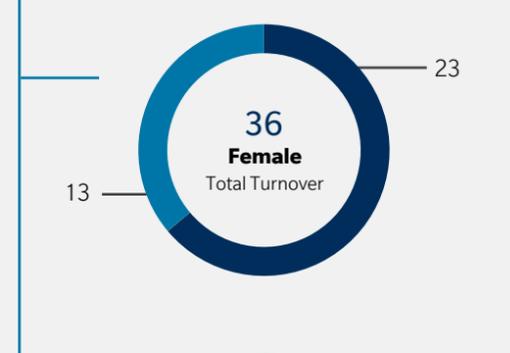
68%
Intern retention rate

GLOBAL FULL-TIME EMPLOYEES

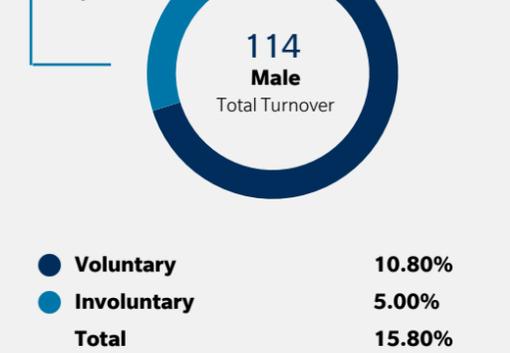
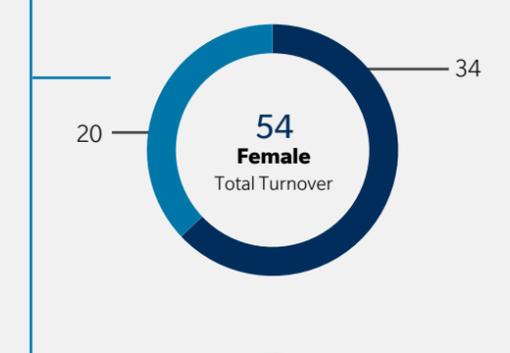


● U.S. ● Europe ● Asia

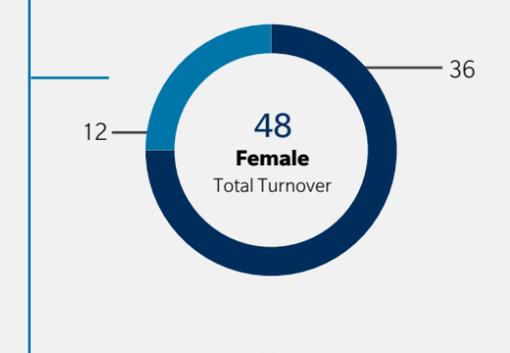
GLOBAL TURNOVER



● Voluntary 5.90%
● Involuntary 4.30%
Total 10.20%



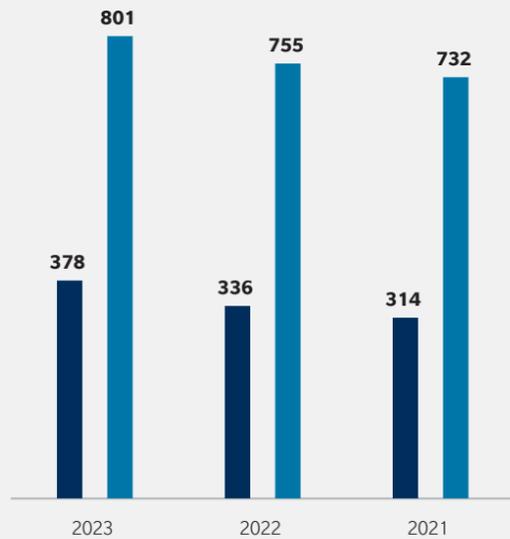
● Voluntary 10.80%
● Involuntary 5.00%
Total 15.80%



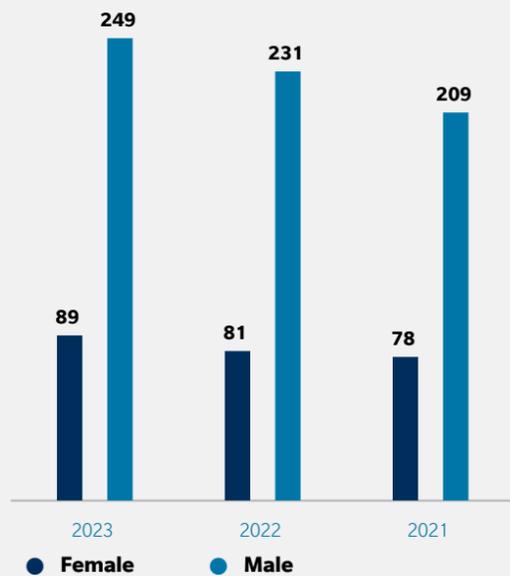
● Voluntary 10.10%
● Involuntary 3.80%
Total 13.90%

GLOBAL EMPLOYEES BY GENDER**

Global Workforce by Gender



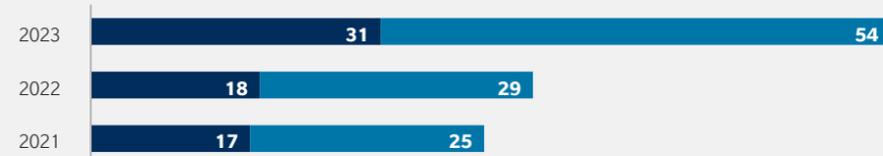
Global Management* by Gender



* Management is defined as an employee that manages at least one other person.

Global Gender by Region

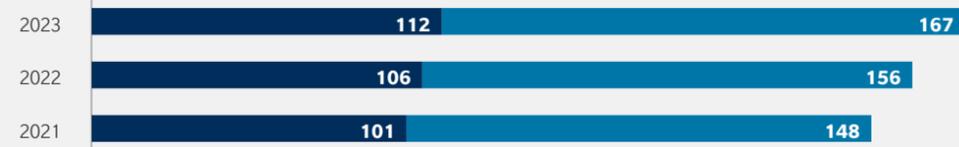
Asia



Total number of employees

2023: 85 2022: 47 2021: 42

Europe



Total number of employees

2023: 279 2022: 262 2021: 249

U.S.

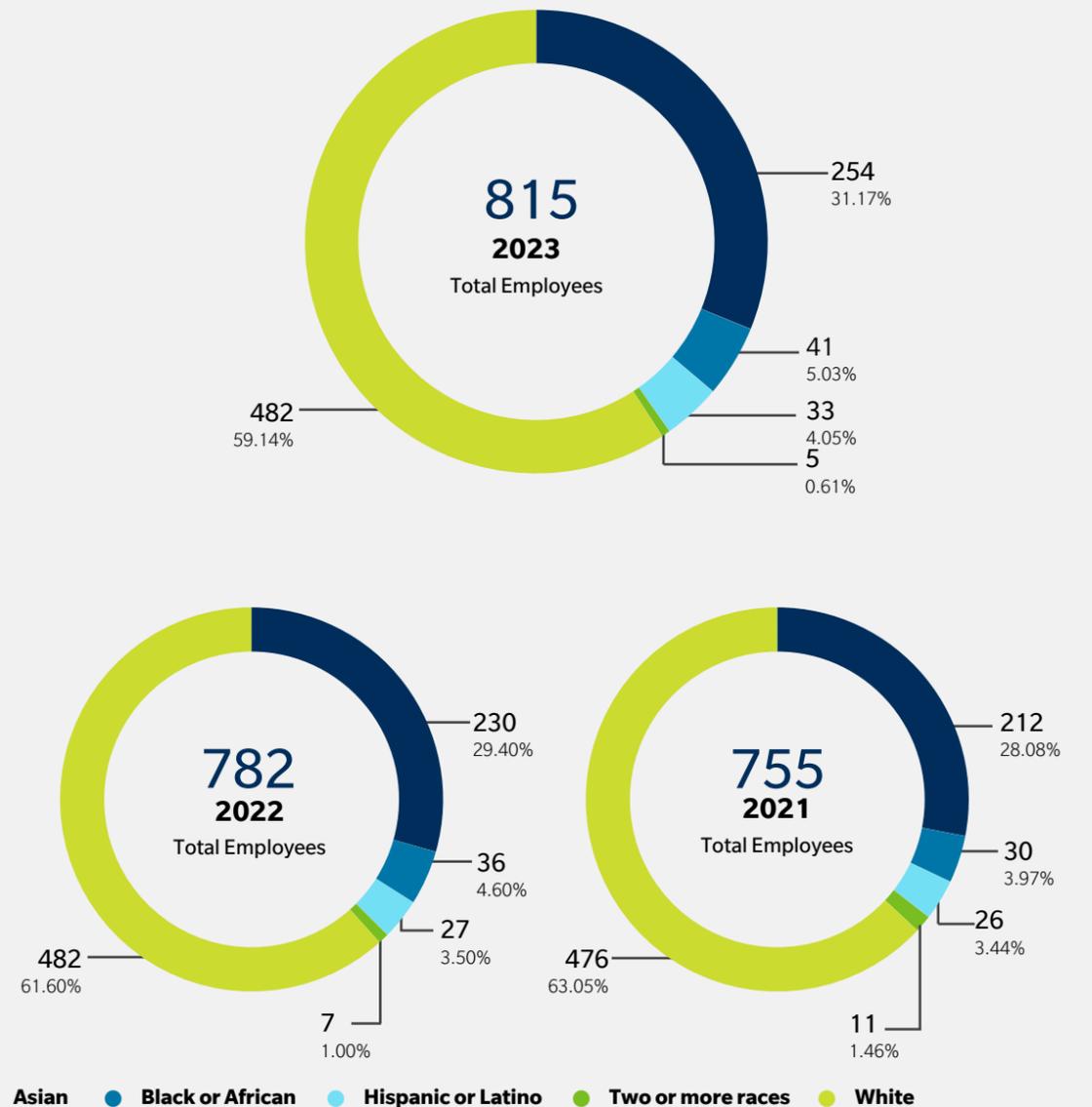


Total number of employees

2023: 815 2022: 782 2021: 755

U.S. EMPLOYEES BY ETHNICITY**

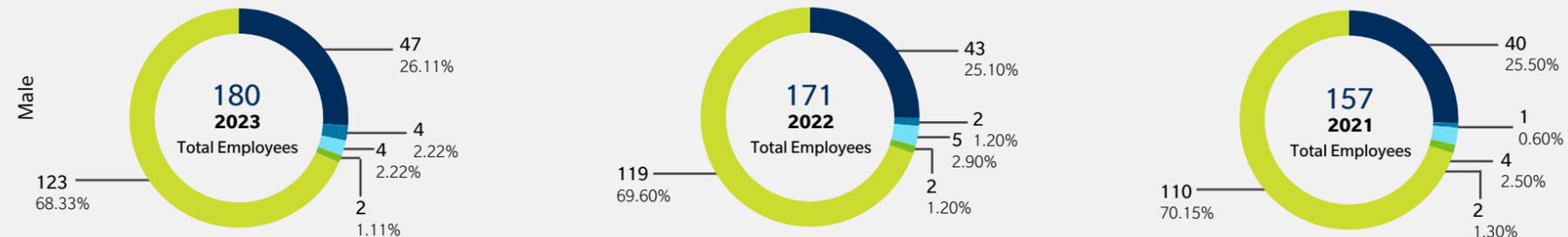
Total Employees



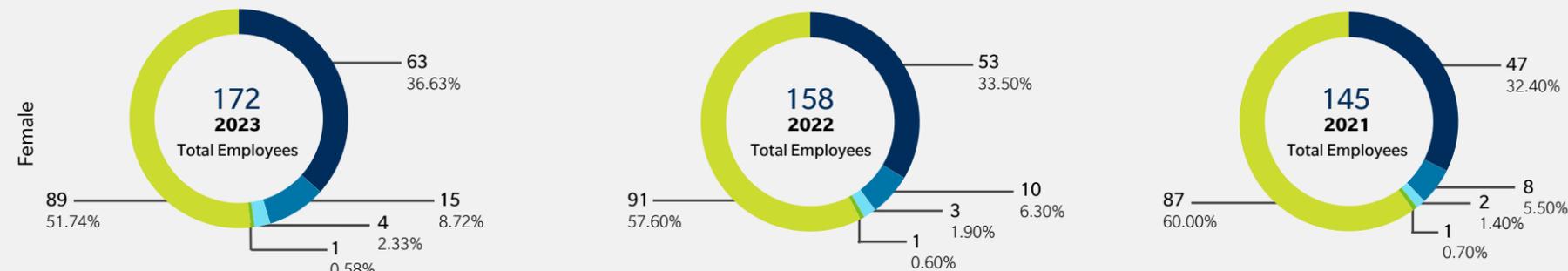
** Based on employee self-identification where available, otherwise in-line with EE01 guidance.

U.S. EMPLOYEES BY GENDER AND ETHNICITY*

Management



All Other Employees



● Asian ● Black or African ● Hispanic or Latino ● Two or more races ● White

* Management is defined as an employee that manages at least one other person. Diversity data based on employee self-identification where available, otherwise in-line with EE01 guidance.

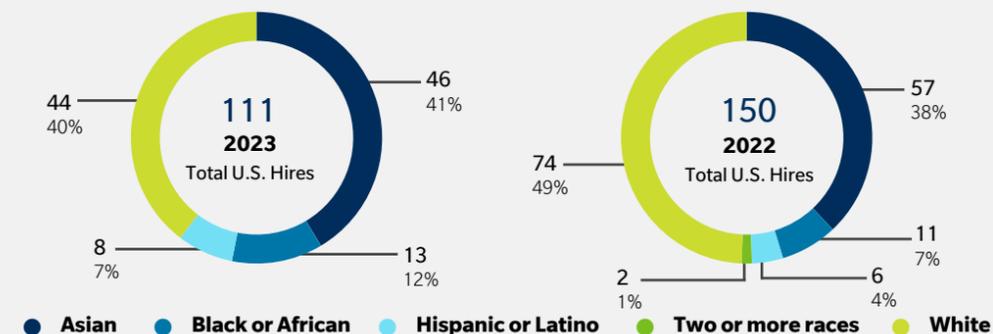
GLOBAL NEW HIRES



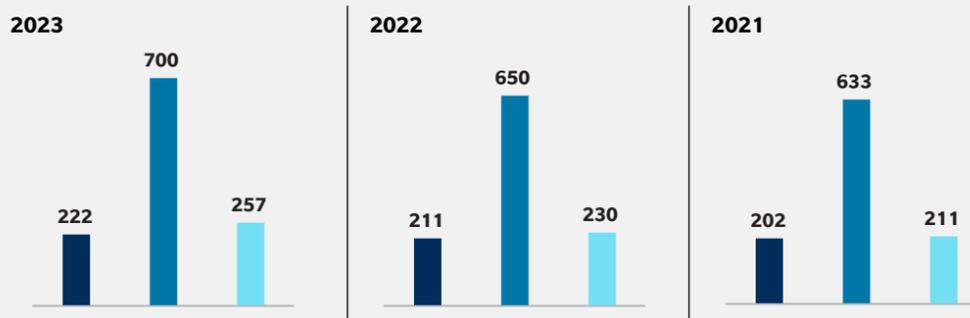
● Female ● Male



U.S. Hires by Ethnicity



GLOBAL EMPLOYEES BY AGE



● Under 30 ● 30-50 ● 50+

Partnerships Supporting Access to Education and Opportunities

Equitable access to education is critical to provide opportunities to all young minds who can one day make their mark on the world. As a priority, we strive to identify a wide range of talent to be considered for all of our open positions. To source and promote a diverse range of talent, we partner with several organizations in our hiring processes and continue to expand our existing partnerships each year. To date, we have partnered with over 25 organizations globally to help provide young adults with equitable access to higher education and mentorship opportunities. We work closely with these organizations to provide various levels of support and to also create a deeper pipeline for future Tradeweb hires.

KEY PARTNERSHIP SUPPORTING A DIVERSE FUTURE WORKFORCE:

- Adaptive Growth Leadership
- Big City Bright Future
- Cowrie Scholarship Foundation
- Direct Employer
- Hiring our Heroes
- iMentor
- National Association of Securities Professionals
- Rewriting the Code
- SEO London
- Securities Industry and Financial Markets Association (SIFMA)
- StreetWise Partners
- TEAK Fellowship
- The Brokerage
- The Council of Urban Professionals
- The Girls' Network
- Women in Financial Markets
- Women's Bond Club



Employee Engagement

We believe that connections matter - they are the building blocks driving the collaborative innovation that continues to move Tradeweb forward.

Providing employees the opportunity to connect with one another across departments and build bonds both around work and personal passions allows for idea flow and bolsters employee satisfaction. Throughout the year Tradeweb provides many different engagement opportunities that encourage employees to come together personally and professionally, enhancing the culture at Tradeweb.

NOTABLE 2023 ENGAGEMENT EVENTS:

- Town Halls
- Wellness sessions
- Holiday Game-athon
- Annual Kids Party
- Headshot sessions
- Lunch and Learns
- Sip & Share sessions
- Virtual 5ks
- Easter Egg hunt
- Mother’s Day and Father’s Day lunch events
- Monthly Social Committee Boardroom Drinks
- Leadership Meet & Greet
- Volunteering opportunities
- Network meetings
- Get-To-Know events
- Quarterly Intro to Tradeweb for New hires
- Tech Talks

86

Engagement events in 2023

Global Employee Survey

Connecting directly with employees is an opportunity to gain honest feedback, and we have deployed many different survey techniques throughout the years to reach employees across our various communication channels. For one-question polls or time-sensitive topics we utilize pulse functionality in our internal employee homepage connecting to employees on numerous topics throughout the year. We also deploy post-event surveys for some events to gain insight on areas of success as well as opportunities to explore new avenues where needed. In November of 2023, we issued a global employee survey that ran through January 2024 as a means of collecting holistic employee sentiment on a variety of topics to gauge engagement and satisfaction, and provide insight into shaping programming, culture, training, networking, and collaboration initiatives. Additionally, we continued in 2023 our series of global quarterly employee town halls which moved to hybrid sessions allowing both in-person and virtual participation. For employee engagement tracking metrics, we moved away from town hall participation this year and now track employee engagement as the percentage of employees who participated in our annual survey. This is aligned with stakeholder expectation and an enhancement in our reporting to align with what is widely considered best-practice.

83%

Employee engagement, measured by survey participation

Of the survey participants:

97%

Feel their role directly contributes to Tradeweb's success

91%

Feel they have a voice, and their opinions are heard



Training and Professional Development

At Tradeweb, we aim to create a culture where employees can thrive, and want to grow in their career with us. Retaining our top talent and providing our employees opportunities to continue their education, upskill themselves, and learn while advancing in their careers are top priorities that we believe will lead to future success. As such, we take a multi-faceted approach to training and development, from mandatory trainings for all full-time employees, supplemental voluntary trainings to enhance topic understanding and proficiency, as well as numerous professional growth trainings and development opportunities at all career stages. This page provides details of the many professional development and elective trainings offered to all employees in 2023.

Tradeweb requires all global, full-time employees to take annual training on topics that range from compliance, data and information management, cybersecurity, “know your customer” (KYC), anti-money laundering, 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 DEI, workplace anti-harassment, manager training, and code of conduct attestation. Some training modules, such as cybersecurity training, are also required for contract and part-time employees. Contractors in the U.S. are bound to comply with our Code of Business Conduct and Ethics.

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 equip employees with the knowledge and tools to be able to protect themselves and sensitive information while performing the requirements of their role. Internal training modules also provide Tradeweb the opportunity to extend the education and training of employees as new areas of importance arise throughout the year. Global teams monitor employee compliance with annual required trainings.

Examples of employee trainings include, but are not limited to:

- Information Security Training
- Monthly Email Phishing Campaign
- Code of Business Conduct and Ethics
- Regulatory Compliance New Hire Training
- Regulation FD Training
- Business Continuity and Disaster Recovery
- Anti-Money Laundering and Anti-Bribery & Corruption
- Workplace Anti-Harassment
- Diversity, Equity, and Inclusion
- Senior Manager and Certification Regime (SMCR) senior level compliance training

Following certain engagement events and some trainings, surveys are sent out to participating employees to evaluate the success of the training and garner feedback for future initiatives.

\$76 K
2023 Tuition Reimbursement

100%
Tradeweb full-time employees complete mandatory annual trainings

161
Total hours of trainings provided to Tradeweb employees through mandatory, elective, and invitation-only trainings.

7
Hours of mandatory trainings provided to all full-time employees*
* including trainings for U.S.-only FTE employee and FINRA Registered Representatives (~ a third of all Tradeweb employees).

2
Hours of trainings provided specifically for new hires.

PROFESSIONAL DEVELOPMENT PROGRAMMING:
Tradeweb collaborates with third-party professional educational partners in order to provide employees with training and educational resources that support the following programming:
Tradeweb Associates Program offered to **27** employees, with an average of 10 hours of training per employee.
Contractors in the U.S. are bound to comply with our Code of Business Conduct and Ethics.
Tradeweb Achievers Program offered to **35** employees, with an average of 24 hours of training per employee.
Building Better Leaders offered to **40** employees, with an average of 15 hours of training per employee.
Zenith Program offered to **20** female employees, with an average of 5 hours of training per employee. The Zenith Program was piloted in 2023 in our London office for women with high potential to provide skills and professional training opportunities.

TRADEWEB UNIVERSITY COURSES AVAILABLE TO ALL EMPLOYEES:

- Emerging Markets
- Equities
- Mortgages
- Swaps
- Brokerage Sales
- Application and System Recovery
- iNav and Machine Learning Engineering

FINANCIAL MARKETS TRAINING AVAILABLE TO ALL EMPLOYEES:

- Interest rate risk
- Inflation risk
- Credit risk
- Foreign exchange rate risk
- Commodity risk
- Equity risk

ADDITIONAL VOLUNTARY TRAININGS AND PROFESSIONAL DEVELOPMENT SESSIONS OFFERED TO ALL EMPLOYEES:

- Presentation Skills Training: Credibility Presence and Impact
- Fixed Income 101 Workshop
- GoSkills Business Courses Online
- Plurasight Business Courses
- Management Development Trainings

For more details describing each of these programs please see page 25 of our 2021 Sustainability Report.

SDG 4 – QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

2023 HIGHLIGHTS

- Throughout the year, Tradeweb supported a wide range of charitable organizations that align with providing quality education, such as **Boys Hope Girls Hope of New York, Student Sponsor Partners, The Teak Fellowship, Inc., San Francisco Forty Niners Foundation, and Good Shepherd Services.**
- Continuing its partnership with **iMentor**, Tradeweb organized an internal informative event and facilitated employee involvement in volunteering for the charity. iMentor’s mission revolves around providing mentorship to youth in under-resourced schools, guiding them in planning for their post-high school life.
- Partnering with **Streetwise Partners**, Tradeweb employees served as mentors to adults from underserved communities, assisting them in developing skills for employment. Alongside the mentorship program, Tradeweb employees also participated in a Tech Panel and Employment Services Mock Interviews.

SDG 8 – DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Tradeweb employees volunteered at **Sweet Tree Farm** in London, undertaking various maintenance tasks to support the therapeutic environment tailored for community engagement. The farm offers diverse activities and projects aimed at providing learning opportunities and promoting self-expression for individuals with varying needs.
- Tradeweb raised funds for **the AHOY Center**, and participated in the Meridian Pull, an 8.5-mile row on the River Thames. Ahoy provides opportunities and trainings for disadvantaged youth and disabled individuals, using activities like rowing and sailing to foster social inclusion and offer pathways to employment.

Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs).



Connecting Through Employee Networks

A powerful way for employees to connect with each other is through areas of meaningful involvement which is supported by Tradeweb's array of employee-run networks.

250+

Employees involved in employee networks

Global Diversity Equity and Inclusion Network

The focus of this network is to cultivate and foster increased awareness, education, acceptance and advocacy regarding the many dimensions of diversity at Tradeweb and throughout the world. The work done by the network is to provide employees with equal access to opportunities and support within the company regardless of race, gender or gender identity, sexual orientation, religion, ethnicity, age, disability or nationality. We aim to provide a safe and inclusive forum to discuss diversity issues for all employees, and listen to every voice with compassion and respect.

Tradeweb Global Women's Network

With a goal of ensuring all of our talent reach their full potential and of fostering an inclusive workplace, the Women's Network organized various events throughout the year engaging female employees as well as male champions. These included sessions such as "Finding Your Voice," which explored the intersection of authenticity and career success, and "View from the Top: Embracing Equity," featuring discussions on gender bias from Tradeweb female leaders. Additionally, the Network provided practical resources like self-defense classes, breast cancer awareness sessions, and personal finance workshops. In 2023 the Zenith program was introduced in Europe, designed to elevate high-potential female talent to be successful as they advance in their careers.

Tradeweb Cares Committee

The Tradeweb Cares Committee oversees volunteer opportunities and charity contributions by Tradeweb and encourages employees to bring forward organizations that they feel strongly about, facilitating impactful contributions to the communities where we live and work. The global committee members spearhead our Global Week of Service providing opportunities for employees to contribute and give back to the communities in which we live and work.

Sustainability Action Network

The Sustainability Action Network (SAN) empowers employees to actively participate in corporate sustainability efforts and serves as a platform to promote environmental stewardship. SAN members share educational resources with employees on personal sustainability and spearhead various environmental initiatives throughout the year. In 2023, SAN members ran initiatives such as internal blog posts on climate justice, lunch and learns, and a quiz for interns highlighting the environmental impact of everyday choices. Volunteering activities were organized in London and New York City, where employees helped restore green spaces in their communities. On World Oceans Day, SAN shared educational information with employees on the effects of climate change on the ocean.

Working Parents Network

The Working Parents Network provides a supportive and inclusive space for Tradeweb parents to share experiences of work/life balance, discuss solutions to common parenting dilemmas, and focus on matters pertaining to raising successful, positive, and confident children. This group connects expectant parents and parents of children of all ages, from many different backgrounds, and from all levels of the organization.

Women in Tech Network

The Women in Tech Network aims to empower women in tech roles through recruitment, networking, leadership, and career development creating a place for shared experience and fostering career growth.

SDG 5 – GENDER EQUALITY



Achieve gender equality and empower all women and girls.

2023 HIGHLIGHTS:

- Tradeweb continued its support through philanthropic donations for organizations advancing SDG 5, such as **Every Mother Counts, Springboard 2000 Enterprises, Inc., Women In Derivatives Inc., National Council of Jewish Women, Essex County Section, The Girls' Network.**
- Our partnership with **The Girls Network** entered its third year, with Tradeweb female employees volunteering to mentor girls from disadvantaged communities, aiming to inspire and empower them. During the year, internal fundraising events were organized to support increased mentoring opportunities across a broader spectrum of schools in lesser privileged areas, and to support the "Ambassador" program for girls aged 16 and above.
- Tradeweb collaborated with **Bottomless Closet and Dress for Success** in New York City and London respectively, organizing clothing drives supporting the charities' missions to empower women to achieve economic independence by entering the workforce and helping them attain success.
- Tradeweb held a Mother's Day Raffle to support **Every Mother Counts**, an organization dedicated to raising awareness and educating the public about complications related to pregnancy and childbirth, with the goal of ensuring safe, respectful, and equitable experiences for everyone, everywhere.

Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs).

RE-WRITING THE CODE ROUNDTABLE

Tradeweb hosted a **Speed Networking Event** for Rewriting the Code in the Jersey City Office.

10

Volunteers from the Women in Technology Network spoke with young females about their careers, the fin-tech industry, mentorship, and provided professional advice.

DEI Events:

- Tapping into the Power of DEI
- One Tradeweb: Authenticity, Masculinity & Transgender Life
- One Tradeweb: Exploring All Paths to Parenthood: LGBTQIA+ Family
- Social Mobility 101
- ADHD Awareness Session
- Black-Owned Business Fair
- Rainbow Bingo & Happy Hour
- DEI Lunch: Black-Owned Businesses
- DEI Lunch: South Asian Heritage Month
- DEI Lunch: Diwali
- DEI Lunch: Asian Pacific Islander Heritage Month
- DEI Cultural Lunch: Indian Food
- Lunch & Learn: Stonewall Housing
- SSP (Student Sponsor Partners) Info Session
- Streetwise Event-Exploring Tech Careers

Health, Well-Being and Benefits

As a people-first company Tradeweb aims to provide a competitive suite of benefits for the people that power the company forward. This goal involves growing the robust suite of benefits offered to employees to meet the evolving needs of our global, diverse employee base.

Tradeweb provides an evolving package of benefits and perks that are available to all full-time employees working 30+ hours per week, ensuring they have access to comprehensive care relating to their physical and mental health and their family planning needs. This includes a competitive package of paid leave that encompasses time out for personal, vacation, sick, parental, and bereavement leave needs. These benefits include, but are not limited to, 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, up to 4%, pre-tax commuter benefits, tuition reimbursement, adoption assistance, a \$10,000 lifetime benefit for fertility, surrogacy, and adoption planning assistance through Maven, disability leave, financial wellness tools, travel assistance, pet insurance, physical wellness services and gym subsidies, and legal services.

Wellness Events:

- Health Kick Info Session and Demo
- Impact of Mindfulness
- Global Walking Challenge
- Maven Info Session
- Wellness Session: Self-Care Isn't Selfish
- Self Defense Class
- Flu Shot Clinic
- CoppaFeel Presentation

Mental Health Month Sessions

Over the course of Mental Health Awareness Month (May) Tradeweb offered the following sessions available to global employees that focus on mental health, stress management, manager training, and balance between work and life:

- Reducing the Stigma on Mental Health
- EFT Tapping for Stress and Anxiety
- Breath work Session
- Mental Health Refresher Training (2 sessions)
- Mental Health Training for Managers (2 sessions)

Family Life Benefits:

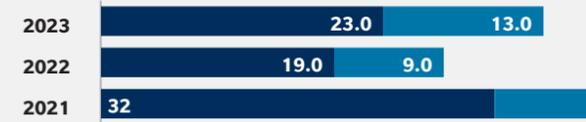
- Parental Leave* – All full time parental caregivers are eligible for 16 weeks 100% paid leave
- Bereavement Leave for loss of loved ones, including pregnancy loss
- Lactation / Mother privacy rooms
- Mental Health resources through EAPs and Mental Health visits (including virtual visits) through our medical plan provider

* 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

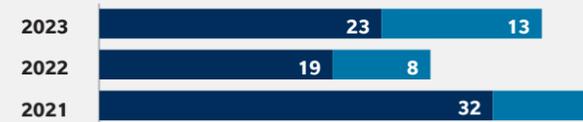
In 2023 Tradeweb was proud to announce an extension of our parental leave, providing a minimum of 16 weeks of paid parental leave globally, for all new parental caregivers following one year of employment. This milestone addition to our suite of benefits allows for equity in time out of office and represents another step forward in championing equality across our global workforce.

GLOBAL PARENTAL LEAVE

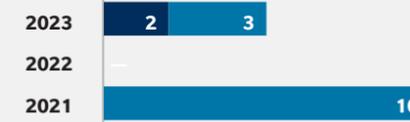
U.S.



● Male ● Female



● Returned Male ● Returned Female



● Male still on leave as of year end ● Female still on leave as of year end

36 28 44
2023 2022 2021

U.S. Total number of employees that used parental leave

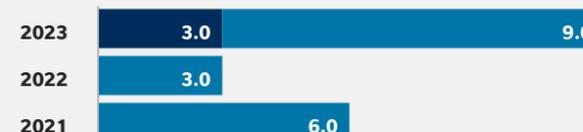
International



● Male ● Female



● Returned Male ● Returned Female



● Male still on leave as of year end ● Female still on leave as of year end

24 13 18
2023 2022 2021

International Total number of employees that used parental leave

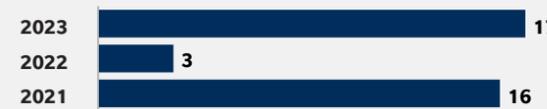
Global



● Total number of employees that used parental leave



● Total number of returned employees



● Total number of employees still on leave as of year end

60 41 62
2023 2022 2021

Total numbers of employees that used parental leave

Our Global Community Impact

We believe that with success comes an obligation to give back and to lift up the communities in which we live and work

Tradeweb's philanthropic work is rooted in the care that our employees have for helping others and providing critical resources for the valuable work that our charity partners put forward every day. The majority of our philanthropic giving is aligned with our four pillars of philanthropy:

- Enriching and empowering social mobility in the communities where we live and work,
- Ensuring equitable access to quality education and economic opportunity for all,
- Providing access to healthcare and disease prevention for society's most vulnerable, and
- Supporting environmental conservation efforts to restore our planet.

These pillars represent the four main areas of focus for our philanthropic efforts, with complements from other areas representing many of the 17 UN Sustainable Development Goals (SDGs) through donations and volunteer efforts.

Some 2023 Highlights:

- In Summer 2023, Tradeweb organized a Walking Challenge spanning eight weeks. Throughout this time, the global Tradeweb community was challenged to track their steps and walk for a purpose. Each week, the winner was rewarded with a donation to a charity of their choosing.

- Tradeweb employees in New York City and London participated in the 2023 JP Morgan Corporate Challenge, joining thousands of other runners in raising funds for charity through this historic annual event.

Charity Day 2023 In August 2023 Tradeweb Australia (formerly Yieldbroker) conducted a charity day taking brokerage revenue raised for one day and donating it to carefully chosen charities that resonate with regional employees. This worthwhile event provides the opportunity to engage with clients and local markets and to give back to the wider community. Charity day raised AUD 165,000 that was donated to [four notable charities](#).

2023 Total Hours of Employee Volunteering during business hours:

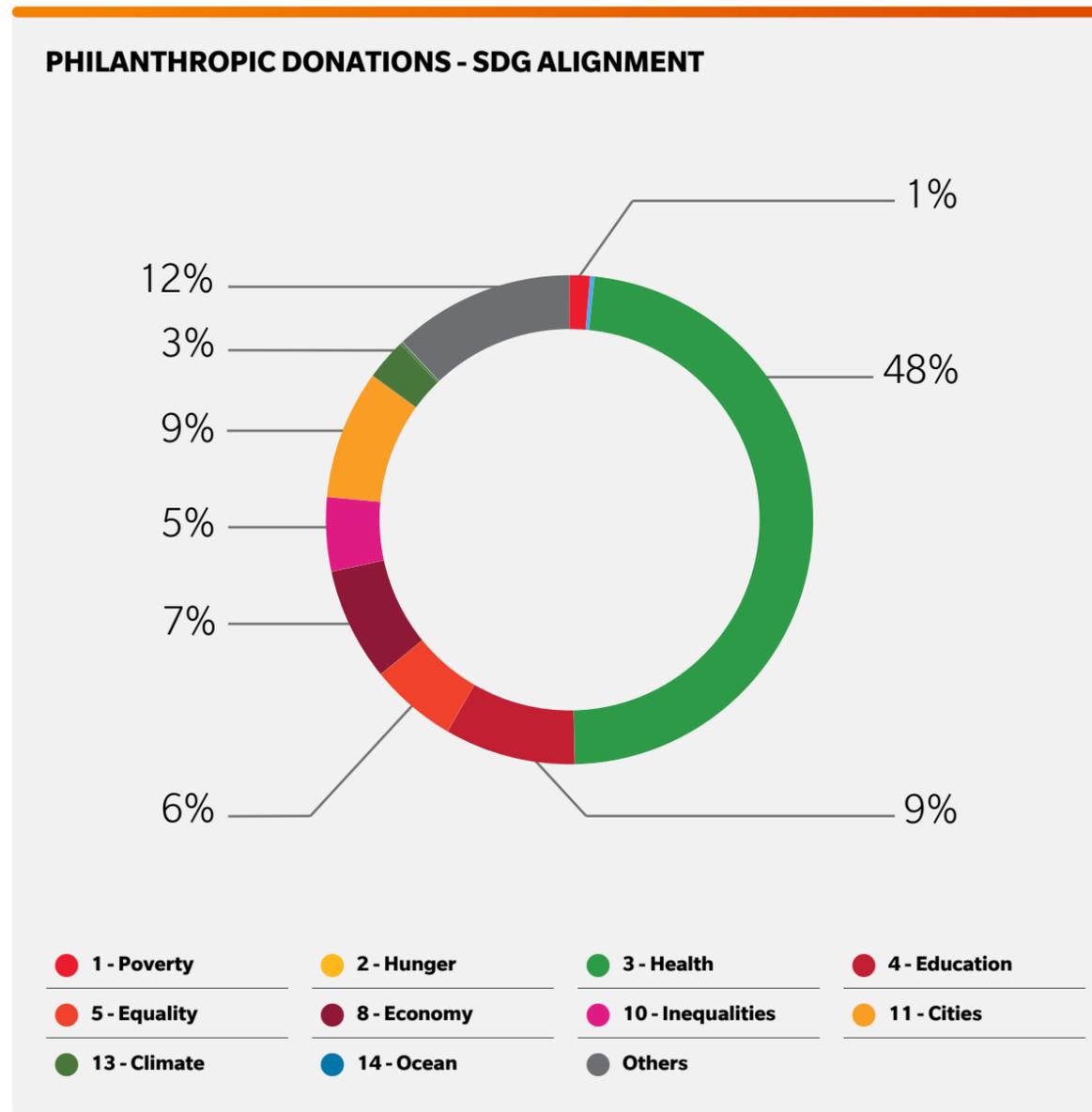
875

2023 Total Hours of Employee Volunteering through Tradeweb initiatives*:

995

* inclusive of volunteering hours during and outside business hours

SDG Philanthropic Spend Alignment



TOTAL 2023 GIVING

Total Number of Charities donated:

165

Tradeweb 2023 Donated Amount*:

\$1.4 M

*rounded, inclusive of Corporate and Matching Donations

Total Corporate Donations:

\$1.3 M

Total Employee Matching Donations:

\$52 K

Total donations contributed specifically towards one or more UN SDGs in 2023:

\$1.2 M

PRO BONO LEGAL TEAM VOLUNTEERING SPOTLIGHT

Members of our Legal and Compliance teams volunteered at a screening event held by Legal Services NYC, a legal services provider focused on fighting poverty and seeking racial, social, and economic justice for low-income New Yorkers, providing free legal services to those facing crises. Tradeweb was especially proud to support this initiative through the pro bono services of some of our employees during National Immigrant Heritage Month, celebrating the countless contributions of immigrant New Yorkers.



2023 Week of Service

Each year, during the week surrounding September 11th, Tradeweb employees around the world take time to give back and lift up our communities. This week of giving reminds us of the power of coming together and giving back to our communities through volunteering, donations, and community involvement and support. Tradeweb continues to grow our Week of Service programming, celebrating our most successful week on record, in 2023. A few highlights include:

~300

employees participated, completing over 370 contributions to the week

540+ hours

of volunteering

11 gallons

of blood donated – creating 260 life-saving opportunities

6.7 million

meals packed through 911day.org events. Tradeweb employees participated in events in four U.S. cities, helping contribute to this total.

~200

breakfast bags were assembled for Ronald McDonald House New York

177 miles

run collectively during the virtual 5K for Tuesday's Children

DREAMS COME TRUE - CELEBRATING 10 YEARS OF PARTNERSHIP

In 2023, we celebrated our 10th anniversary of partnership with Dreams Come True, marking our tenure as the charity's longest-standing partner. The charity aids children facing life-limiting conditions, serious illnesses, and disabilities, especially those in the most underprivileged communities of the United Kingdom. Through this decade-long partnership, Tradeweb has contributed to fulfilling many dreams. In honor of the anniversary, Tradeweb funded the realization of New Bridge School's dream in Manchester, UK. Situated in an area marked by high deprivation, the school caters to 386 children with diverse additional needs. With the support of Dreams Come True, the school constructed a sensory garden and outdoor learning space, enriching the educational experience for its students and providing opportunities to overcome challenges, learn new skills, build resilience, and boost their self-confidence. As we reflect on a decade of meaningful partnership, we look forward to continuing our support for Dreams Come True, helping to make dreams a reality for children in need.

“Pro bono initiatives like these are critical in building more inclusive and compassionate societies, and they directly provide essential services to individuals and communities in need. These initiatives also afford our employees an opportunity to contribute their skills and expertise to meaningful causes.”

Devi Shanmugham
Managing Director,
Global Head of Compliance



SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES



Make cities and human settlements inclusive, safe, resilient, and sustainable.

- In celebration of Earth Day, Tradeweb employees volunteered to foster sustainable urban environments:
 - In London, we partnered with **Thames21** for a river restoration project at Ladywell Fields in South East London. While constructing a riverbank, employees helped in restoring the nearly dried-up river Ravensbourne, revitalizing the local ecosystem.
 - In New York, through our collaboration with **New York Cares**, Tradeweb volunteers participated in the beautification of Marcus Garvey Park in Harlem. Engaging in various maintenance activities, they contributed to preserving this community hub, which offers green spaces alongside amenities such as a baseball field, a pool, and a wheelchair-accessible playground.
- Continuing our partnership with **Habitat for Humanity**, Tradeweb employees took part in a hands-on day of work in Queens, NY, building homes and community spaces to provide equitable access to safe residences.
- We also expanded this partnership in the UK, working with **Habitat for Humanity Great Britain**, where Tradeweb employees participated in a day of furniture upcycling. This project helps transform empty social housing units with the aim of fostering inclusivity and community well-being.
- Throughout the year, Tradeweb has supported the **Central Park Conservancy**. By investing in the preservation and enhancement of green spaces, we aim to contribute to the creation of resilient urban environments in our communities.

Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs)

SDG 3 – GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

- Nearly half of all 2023 philanthropic donations were allocated to supporting organizations advancing SDG 3, such as **American Cancer Society, Boomer Esiason Foundation, Children's Brain Tumor Project Foundation, Northside Center for Child Development, Pegasus Therapeutic Riding, The Life Raft Group, Crohn's & Colitis Foundation, The Leukemia and Lymphoma Society, and For Pete's Sake Cancer Respite Foundation**.
- In 2023, Tradeweb proudly sponsored the **American Cancer Society's** Making Strides Against Breast Cancer Walk once again. Making Strides is one of the nation's largest and most impactful breast cancer movements, supporting breast cancer research, improving access to quality care, and providing patient support.
- Tradeweb employees volunteered at **Wormwood Scrubs Pony Centre**, assisting with stable and yard work, gardening, painting, and various maintenance tasks. The center specializes in providing riding and equine therapy for children, particularly those with special needs and physical disabilities.
- Throughout the year, Tradeweb organized two volunteering events during which colleagues helped assemble care bags for families staying at the **Ronald McDonald House** in New York City.
- Tradeweb also supported the **New York Center for Children**, with colleagues volunteering their home improvement skills to organize, build, paint, and enhance the space for the children at the Center.
- Once again this year, Tradeweb sponsored the **CRIS Cancer Foundation's** Annual Ball, contributing to their mission of advancing cancer research and treatment.

Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs)

An Integrated Plan for Environmental Action

Tradeweb is committed to measuring and reducing our impact on the environment, as this work across companies globally, is critically important to reduce the pace of global climate change. As a responsible corporate citizen we do not take this task lightly and have devoted key resources to calculating and disclosing our carbon footprint transparently and to putting action plans in place to reduce emissions across our global operations.



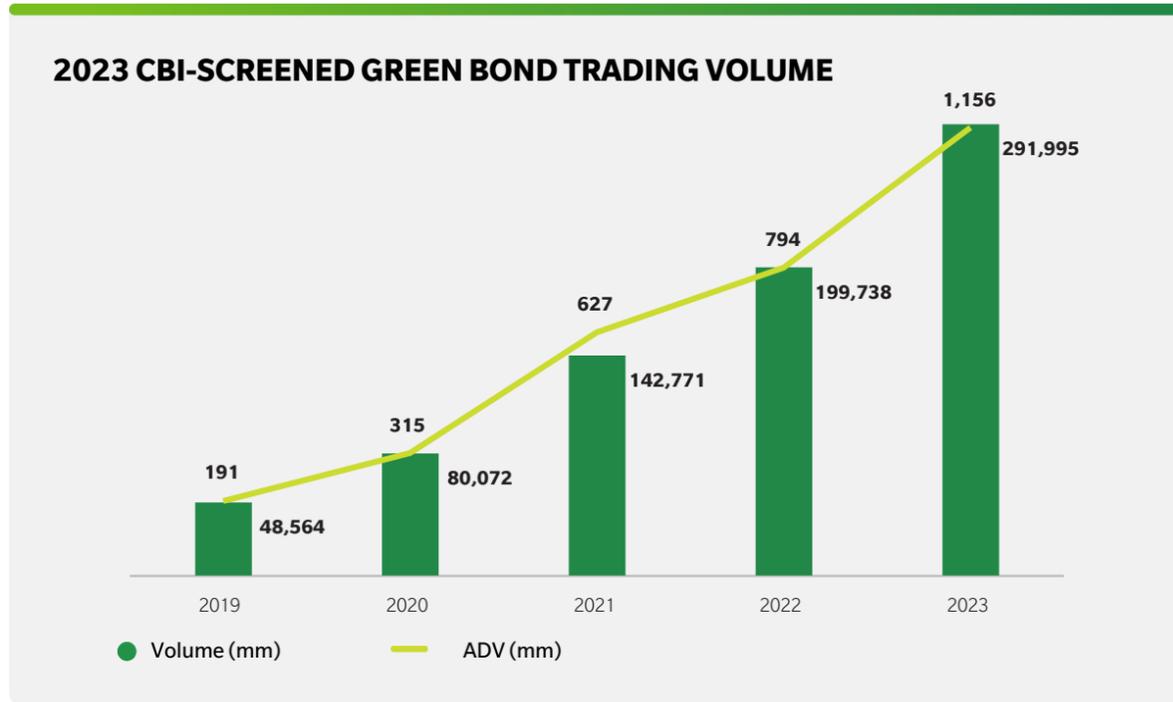
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Sustainable Finance Solutions

As one of the largest global venues for green bond trading, Tradeweb aims to be a source of value for our clients as they implement their sustainable trading strategies. Not only do we strive to be a sustainability-focused partner for our clients as part of their value chain, we also provide industry-trusted data and trading functionality for their green bond trading on Tradeweb. To that end, we began our partnership with the Climate Bonds Initiative (CBI) in early 2021 to integrate CBI green bond data into our global product screens allowing clients to access verifiable and industry-leading data to identify Green Bonds on Tradeweb. Since then, we have expanded that partnership to now take in Social and Sustainability bond data from CBI extending the scope of ESG bond data providing further transparency to our clients and the broader market. Tradeweb's support for CBI goes beyond a data partnership; it extends our support for CBI's work to catalyze fixed income markets for climate transition solutions globally. As a proud member of CBI's partners program we support their work to help issuers and market participants move towards a more sustainable future through the use of global debt markets.

In 2023, CBI-screened Green Bond trading accounted for \$292 billion of the total \$303.6 billion in global Green Bond trading volume executed on Tradeweb (excluding ETF). This represents a trading volume increase of 46% from 2022, calculated using CBI-screened Green Bond alignment based on the CBI definition of 'Green' as of December 31, 2023 for both the 2023 and 2022 comparative period.



Current and historical Green Bond volumes presented above are calculated using CBI screened Green Bond alignment based on [CBI definition](#) of "Green" as of December 31, 2023.

Sustainable Trading Membership

In 2023 Tradeweb joined the ESG industry group Sustainable Trading in an effort to come together with other capital markets and trading organizations to discuss best practices for trading desks in areas across environmental, social, and governance. This membership has allowed us the opportunity to be a part of a larger conversation in collaboration with our industry to explore diversity on trading desks, environmental stewardship in trading technology, and good governance practices in our industry.

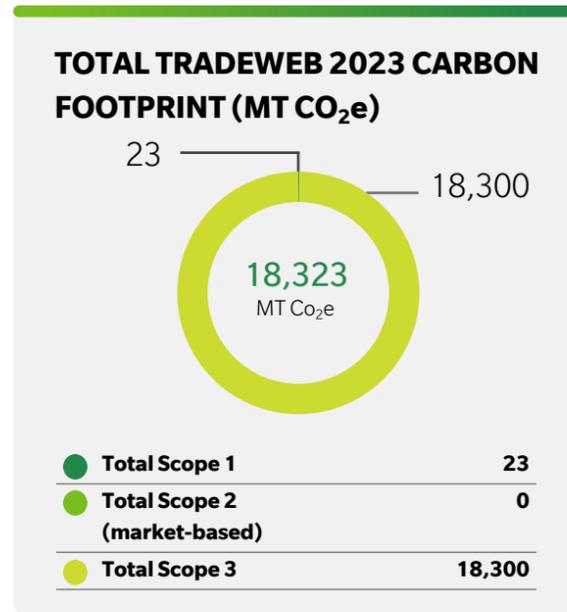


Measuring Our Impact - Carbon Footprint

Since we began reporting emissions data, we have significantly expanded and refined our data collection process and our emissions calculation capabilities. To support these new processes, we implemented a robust data-governance structure and, starting in 2023, onboarded a new carbon emissions calculation software. In our 2022 report, we shared emissions data representing our base year (2022), followed by an external assurance process leading to a [letter of limited assurance from LRQA](#). Following that process we are proud to share our full year 2023 Scope 1, 2, and 3 emissions for all categories that we believe are relevant to Tradeweb's business at this time. Given recent acquisition activity, we have expanded our data planning and collection strategy to include the integration of new business data. This new process will aid in supporting base year recalculation processes into the future, and reduce the potential for data gaps.

In this report, we detail Tradeweb's Scope 1 direct emissions from operations, Scope 2 indirect emissions from energy usage, and Scope 3 emissions from indirect upstream and downstream activities, in line with the GHG Protocol. See our [GHG Methodology Index](#) for a detailed discussion of the calculation methodology, assumptions, changes in previously reported data, and emissions factors used to collect and calculate the emissions data presented in this report.

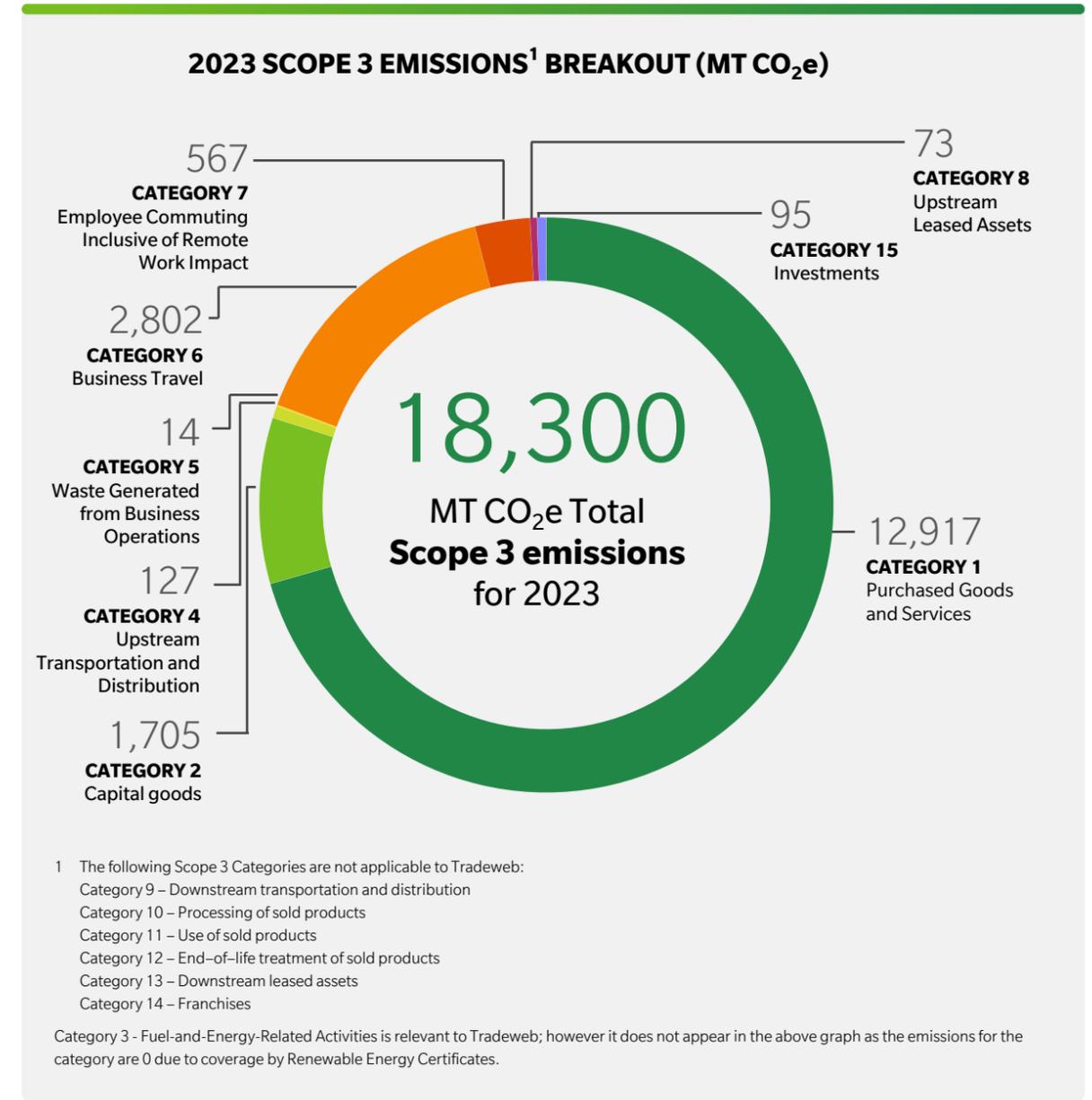
Scope 1,2,3 Emissions & Other Environmental Metrics



Since our 2022 report, Tradeweb has made the following enhancements to our GHG Reporting:

- Having undergone a third-party assurance process for our 2022 emissions figures and calculation methodology, we have adjusted historical figures based on the findings and outcome of that process.
- The figures presented in this report have been calculated using a newly implemented carbon accounting tool. This tool enables us to enhance our emissions-tracking capabilities and utilize the most up-to-date and representative emission factors. This advancement also allows us to measure and manage our carbon footprint with greater precision and efficiency.
- Following the acquisition of Yieldbroker in September 2023, we have recalculated our base year (2022) emissions and integrated Yieldbroker's data into our full year 2023 calculations, aligning with the GHG Protocol.

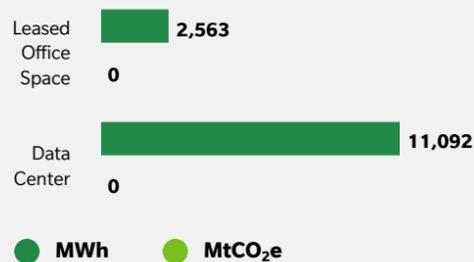
- Location-based emission figures have been incorporated into our reporting, providing a more comprehensive view that is in-line with GHG Protocol. Scope 2 emissions reduction planning and carbon footprint reporting are still based on Scope 2 market-based emissions.
- The process with LRQA resulted in some emissions initially reported under Scope 1 (including stationary combustion at our data centers and refrigerants used across our operations) to be relocated to Scope 3, Category 8 - Upstream Leased Assets. Reported figures for 2022 and 2023 have been updated accordingly.
- We have taken significant steps to refine and enhance the data used to calculate Scope 3, Category 1 and Scope 3, Category 2. Collaborating closely with our Procurement and Finance teams, we conducted a thorough analysis of our supplier spend data in an effort to gather the most representative dataset possible. This initiative has strengthened our capability to capture and report emissions, refining our Scope 3, Category 1 and Scope 3, Category 2 reporting. As a result of this process, we have developed a robust and repeatable methodology that enables more accurate year-on-year comparisons. The 2022 figures in this report have been updated accordingly in this report, to reflect this improvement. Further details regarding the calculation methodology for this category are available in the [GHG Methodology Index](#) of this report.
- We have expanded the scope of our business travel calculations by incorporating taxi expenditure for the first time this year and have adjusted 2021 and 2022 business travel figures accordingly. This allows us to report a more comprehensive assessment of our travel-related emissions, now encompassing rail, air, car, taxi travel, and hotel stays.



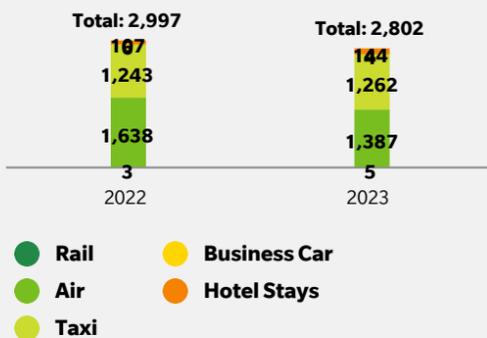
¹ The following Scope 3 Categories are not applicable to Tradeweb:
 Category 9 – Downstream transportation and distribution
 Category 10 – Processing of sold products
 Category 11 – Use of sold products
 Category 12 – End-of-life treatment of sold products
 Category 13 – Downstream leased assets
 Category 14 – Franchises

Category 3 - Fuel-and-Energy-Related Activities is relevant to Tradeweb; however it does not appear in the above graph as the emissions for the category are 0 due to coverage by Renewable Energy Certificates.

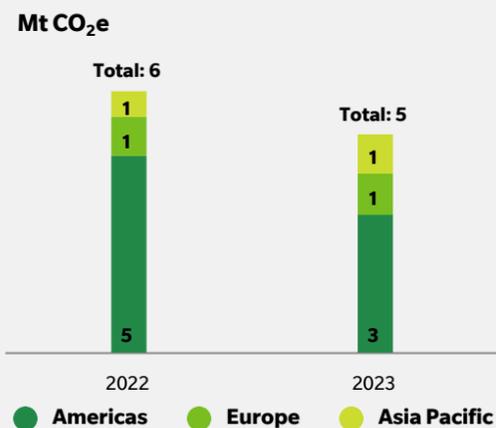
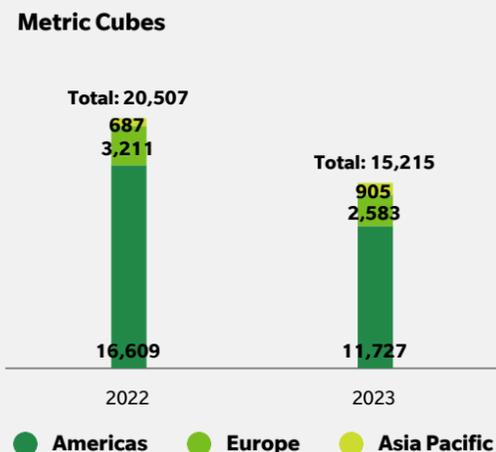
SCOPE 2 - 2023 TOTAL ENERGY CONSUMPTION AND EMISSIONS (MARKET-BASED)



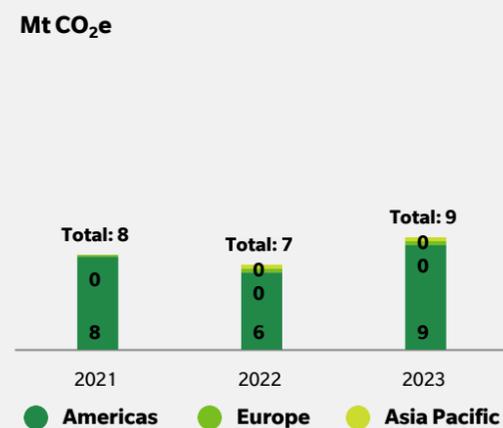
SCOPE 3 - MT CO₂e EMISSIONS FROM BUSINESS TRAVEL



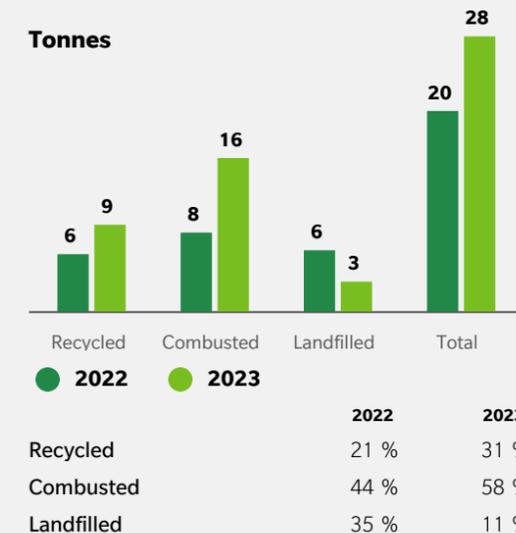
2023 MTCO₂e EMISSIONS FROM WATER USAGE



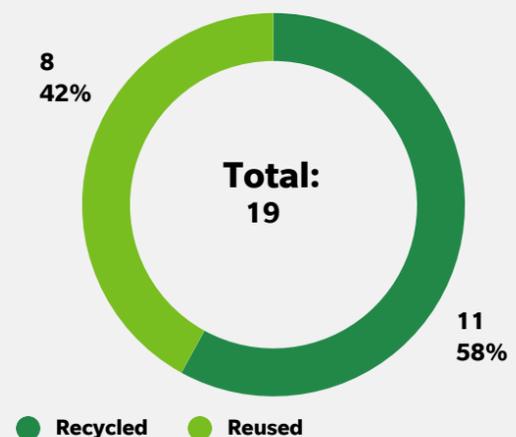
WASTE GENERATED IN OPERATIONS



WASTE GENERATED IN OPERATIONS BY DISPOSAL STREAM



2023 GLOBAL E-WASTE (Tonnes)



The recycling rate of one of our e-waste vendors is based on the vendor's estimate.

15.5

2023 Emissions Intensity per Full-Time Employee (MT CO₂e)

13.7

2023 Emission Intensity per \$ Million of Revenue (MT CO₂e)

11.6

2023 Global Absolute Energy Intensity per Full-Time Employee (MWh)

Reducing Our Impact - Climate Action Plan

Calculating relevant Scope 1,2, and 3 emissions for our business was just the beginning of our Climate Action Plan, forming a critical data foundation from which initiatives could be put in place for taking action toward our goals. Tradeweb is committed to taking deliberate and ongoing action to reduce emissions across our global operational footprint and to that end, we have internally set a goal to reach 100% renewable energy coverage by 2025. This goal is not a target approved by the Science Based Targets Initiative (SBTi) at this time, however our means to achieving this goal are based on SBTi guidelines and a 1.5 degree science-based alignment for Scope 2 emissions reductions of achieving 100% renewable electricity.

While Tradeweb has not formally submitted targets to SBTi, we continue work to put the right structure and support in place to meet potential Scope 3 targets, should we formally commit in the future. In preparation, we are engaging with vendors around their environmental disclosures. We have long operated from a strategy of walk-before-we-talk, and it is critically important for us to put a complete plan in place for meeting any potential target prior to setting a formal commitment to do so. The lack of formal commitment to set SBTi approved targets at this time does not suggest that we have not taken specific action toward reducing our emissions across our operations. In fact, we have implemented many initiatives across our operations to reduce emissions and move toward a more sustainable supply chain.

Emissions Reduction and Renewable Energy

2023 marked a milestone year during which we took action and executed on one piece of our Climate Action Plan by covering our global energy usage 100% with renewable energy. As part of our overall Environmental Management strategy, we aim to continue covering our global Scope 2 emissions footprint to achieve our stated goal of 100% Renewable Energy coverage, globally. This was executed using a two-fold approach:

- First, continuing to advocate with our existing office space and data center partners to move toward renewables for the powering of the facilities that we lease for our operations. To do this we meet regularly with our partners to understand their sustainability strategies and timelines for moving toward renewables and other energy-efficient practices. We have also implemented Sustainability Due Diligence documentation into the decision-making processes for our global teams when considering new office space or new data center locations that include consideration for renewable energy usage.

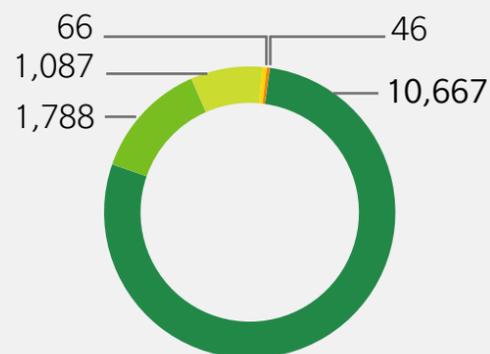
- Where leased spaces are not covered or powered by renewables, Tradeweb completed the purchase of Renewable Energy Attribute Certificates in global regions of representative usage for full year 2023 consumption. In last year's Corporate Sustainability Report, we highlighted purchases made based on forecasted full-year 2023 usage, and in 2024 purchased remaining certificates to cover gaps in our estimates. This process in 2024 also included purchasing certificates to cover full year 2023 consumption from Tradeweb Australia (formerly Yieldbroker), following the acquisition of that company in September 2023. Per GHG Protocol guidance, we have accounted for the full year of 2023 data from Yieldbroker in our renewable purchasing and carbon accounting, rather than simply the three months of financial ownership. Finally, we purchased additional U.S. Renewable Energy Certificates (RECs) to cover 2023 nuclear power used in one of our data center locations as nuclear, although non-emitting, cannot be classified as a renewable source.



100%

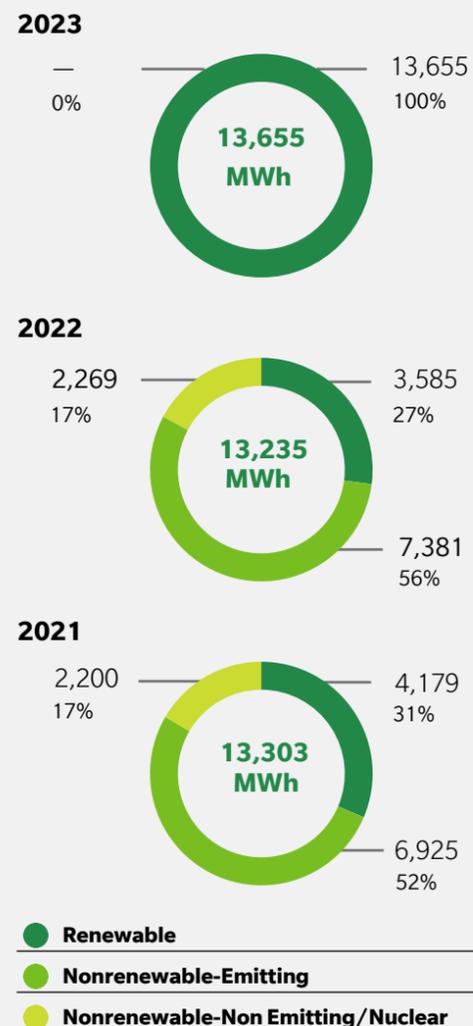
2023 Scope 2 MWh usage covered by Renewable Energy

2023 RENEWABLE ENERGY MIX (MWh)



Wind	78.1%
Bioenergy	13.1%
Solar	8.0%
Other Renewables	0.5%
Hydro	0.3%

TOTAL GLOBAL ENERGY BREAKDOWN (MWh)



SDG 14 – LIFE BELOW WATER



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

2023 HIGHLIGHTS

- During the year, Tradeweb supported **SeaTrees**’ mangrove project in Mida Creek, Kenya. Through mangrove planting efforts, the project also aims to safeguard surrounding coral reefs from sediment runoff, while also sequestering carbon in one of nature’s most efficient ways. While working with local communities, SeaTrees aims to restore coastal ecosystems and create vital habitats for endangered species.
- Tradeweb sponsored the **Surfrider Foundation**’s Long Island Beach Cleanup. Employees volunteered on the day, actively engaging with the charity’s mission to protect our ocean, waves, and beaches.
- On World Oceans Day, the Sustainability Action Network provided all Tradeweb employees with educational resources, highlights of ocean conservation organizations, and practical every-day actions to embrace our responsibility to safeguard and preserve our oceans, while educating and inspiring action.

Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs).

Total 2023 Renewable Energy Purchasing Breakdown

8,840 MWh

US Green-e RECs* (Wind/Solar)

183 MWh

AUS Large Scale Generation (LGC) (Wind/Solar)

3 MWh

EU Guarantees of Origin (GoO) (Solar)

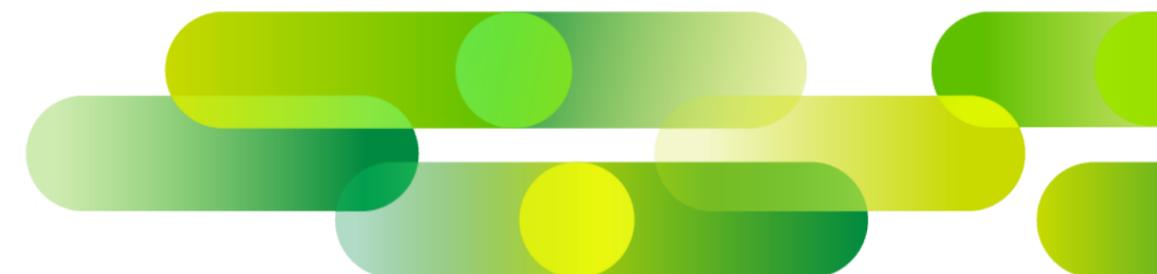
558 MWh

Japan Non-Fossil Certificates (NFC) (Solar)

9,584 MWh

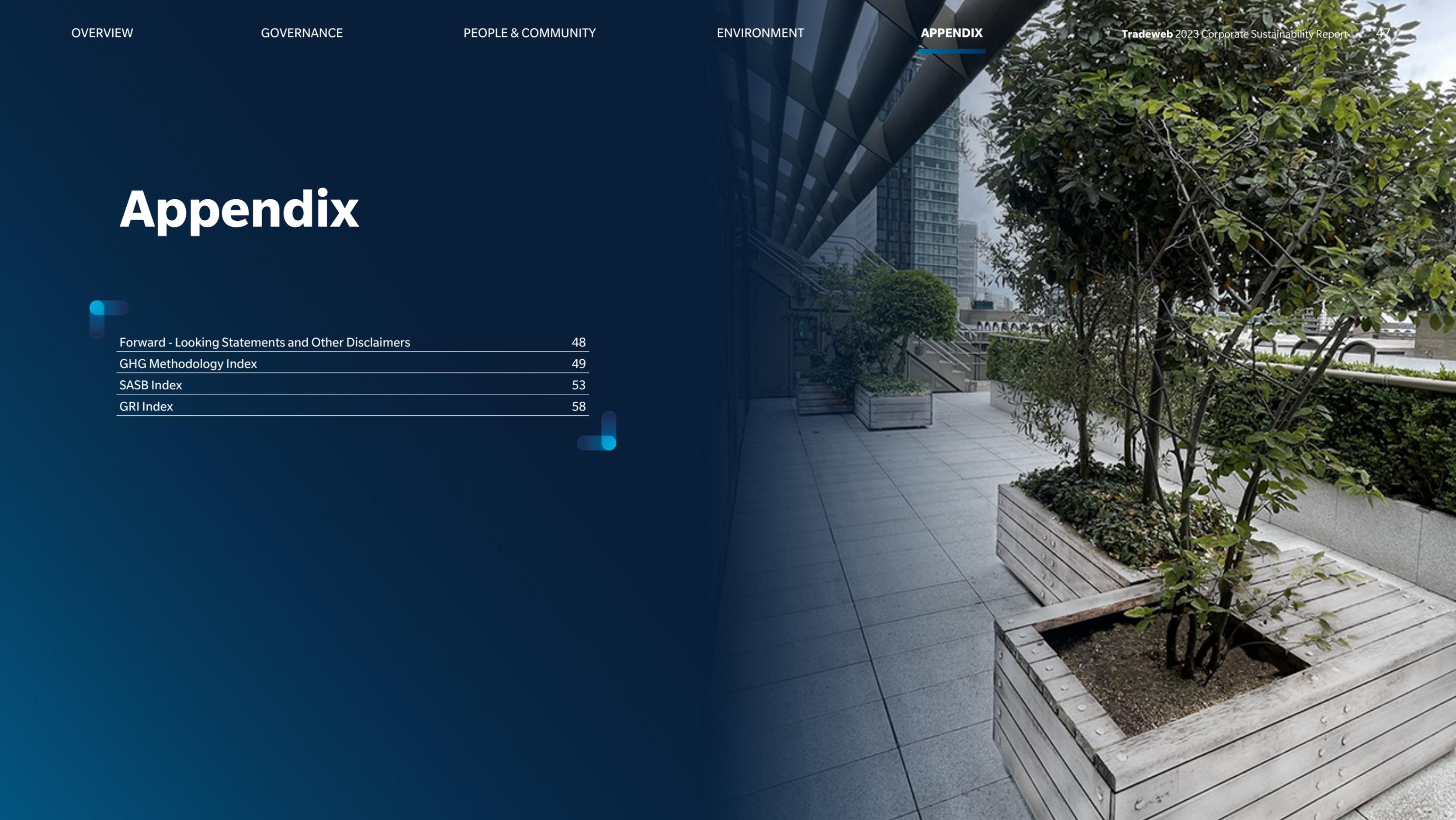
Total 2023 Adjusted Purchases
100% Wind/Solar

*2,125 MWh represent RECs that meet the criteria for Green-e certification however as they were purchased after the April deadline, they are not officially Green-e certified.



Appendix

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Forward-Looking Statements and Other Disclaimers

Note Regarding ESG Disclosures

This report represents a good faith effort by Tradeweb to address diverse topics broadly defined as ESG. As such, this report 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 report are statements of general policy. It is possible that specific circumstances in our global operations may differ from those described in this report. 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 report 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 report 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 report speak only as of the date of this report and are subject to change without notice. Tradeweb does not undertake to update or revise any such statements.

Note Regarding Certain Data

Certain data presented in this report is collected using accepted and relevant scientific and industry methodologies, which, in some instances, are based on assumptions and estimates. In particular, Tradeweb reported emissions are based on a combination of measured, estimated, and third-party data and calculated based on industry standards, including the GHG Protocol. As such, the emissions data reported in this report are estimates only, subject to variations in processes and operations, and depend on the availability of sufficient data, the quality of that data, and the methodology used for measurement and estimation. We engaged with LRQA to conduct an external assurance process on Tradeweb's 2022 GHG emissions reporting, which is presented in this report. We have not engaged with any external party to attest to, or assure, any other data within our sustainability reporting. Although our data has been internally vetted, there are inherent uncertainties and limitations in the collection and presentation of our data. For example, certain information in this report comes from or is based in part on third-party sources and operations outside of our control. While we believe such information is reasonably accurate

and is based on generally accepted principles and methodology, the collection of this data is beyond our direct influence. Historical information may be revised due to reasons such as new data availability, industry-driven changes to methodologies, improvement in technology, data collection, and measuring systems, or activities such as joint ventures, acquisitions, or divestitures. In cases where historical information is revised, we will note the change and provide an explanation. Statements about future developments and past occurrences are based on information and assumptions available as of the date of this report.

Note Regarding Materiality

References to "material," "materiality," "significant," or other similar terms in this report refer to, and the inclusion of information in this report reflect, ESG topics we have identified to be relevant to our business based on certain third-party reporting frameworks and our ESG Materiality Self-Assessment. As a result, "materiality" for purposes of our ESG reporting includes impacts on communities, the environment, and stakeholders, such as employees, clients, and suppliers, and the inclusion of topics in this report, even when described as "material," does not indicate that such topics are material to Tradeweb's business, operations, or financial condition. Such references, and the inclusion of the information herein, therefore, 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. Please instead refer to our Annual Report on Form 10-K and other documents filed with the Securities and Exchange Commission.

Note Regarding Forward-Looking Statements

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. 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.

GHG Methodology Index¹

EMISSION INTENSITY

		EMISSIONS (Mt CO ₂ e)			EMISSIONS PER EMPLOYEE (Mt CO ₂ e)			EMISSIONS PER \$ MILLION REVENUE (Mt CO ₂ e)		
		2021 ²	2022	2023	2021	2022	2023	2021	2022	2023
Scope 1	On-Site Combustion	—	19	23	—	0.0	0.0	—	0.0	0
	Total Scope 1	—	19	23	—	0.0	0.0	—	0.0	0
Scope 2	Office Space (location-based)	—	928	908	—	0.8	0.8	—	0.8	0.7
	Office Space (market-based)	787	923	0	0.8	0.8	0.0	0.7	0.0	0.0
	Data Centers (location-based)	—	3,617	3,814	—	3.1	3.2	—	3.2	2.9
	Data Centers (market-based)	1,630	2,048	0	1.6	1.8	0.0	1.5	0.0	0
	Total Scope 2 (location-based)	—	4,545	4,722	—	3.9	4.0	—	4.0	3.5
	Total Scope 2 (market-based)	2,417	2,971	0	2.3	2.6	0.0	2.2	0.0	0
	Total Scope 1 + 2 (location-based)	—	4,564	4,745	—	4.0	4.0	—	4.0	3.5
Total Scope 1 + 2 (market-based)	2,417	2,990	23	2.3	2.6	0.0	2.2	0.0	0	
Scope 3	1. Purchased Good and Services	—	13,158	12,917	—	11.4	11.0	—	11.1	9.7
	2. Capital Goods	—	2,215	1,705	—	1.9	1.5	—	1.9	1.3
	3. Fuel & Energy-Related Activities	—	588	0	—	0.5	0	—	0.5	0
	4. Upstream Transportation & Distribution	—	152	127	—	0.1	0.1	—	0.1	0.1
	5. Waste (including water)	0.1	13	14	0.0	0.0	0.0	0.0	0.0	0.0
	6. Business Travel	83	2,997	2,802	0.1	2.6	2.4	0.1	2.5	2.1
	7. Employee Commuting (including remote working)	757	381	567	0.7	0.3	0.5	0.7	0.3	0.4
	8. Upstream Leased Assets	—	83	73	—	0.1	0.1	—	0.1	0.1
	15. Investments	—	147	95	—	0.1	0.1	—	0.1	0.1
	Total Scope 3	840	19,734	18,300	0.8	17.1	15.5	0.8	16.6	13.7
	Total Scope 1 + 2 + 3 (location-based)	—	24,298	23,045	—	21.1	19.5	—	20.4	17.2
	Total Scope 1 + 2 + 3 (market-based)	3,257	22,724	18,323	3.1	17.1	15.5	3.0	16.6	13.7

¹ This section provides details on our approach to calculating greenhouse gas emissions. This includes the specific methodologies, assumptions, and emissions factors employed, all of which adhere to the GHG Protocol. The GHG Protocol classifies emissions into three scopes: Scope 1 encompasses direct emissions from owned or controlled sources; Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company; and Scope 3 includes all other indirect emissions that occur in a company's value chain, including upstream and downstream emissions.

² "—" means that either data was not available, or calculation support did not exist.

	2023	2022	2021
Revenue (in \$ million)	1,338	1,189	1,076
Employee Headcount	1,179	1,153 ³	1,046

SCOPE 2 BY REGION AND ENERGY INTENSITY

CATEGORY	LOCATION (MWh)	TOTAL CONSUMPTION (MWh)			RENEWABLE ENERGY (MWh)			NONRENEWABLE ENERGY (MWh)			% RENEWABLE			MARKET-BASED EMISSIONS (MT CO ₂ e)			GLOBAL ABSOLUTE ENERGY INTENSITY (MWh per Employee per Region) (MT CO ₂ e) ⁴		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
OFFICE SPACE	EUROPE	63	95	85	63	82	84.8	0	13	0	100	86.1	100	0	13	0	0.3	0.3	0.3
	ASIA PACIFIC	21	90	94	0	0	93.6	21	90	0	0	0	100	0	67	0	0.5	0.9	1
	AMERICAS	2,525	2,420	2,385	0	0	2,385	2,525	2,420	0	0	0	100	776	843	0	3.3	3	2.9
	TOTAL	2,609	2,605	2,563	63	82	2,563	2,546	2,523	0	2	3.2	100	787	923	0	2.5	2.3	2.3
DATA CENTERS	EUROPE	3,688	2,846	2,928	3,688	2,846	2,928	0	0	0	100	100	100	0	0	0	14.8	11.2	10.5
	ASIA PACIFIC	501	634	648	0	0	648	501	634	0	0	0	100	252	560	0	11.9	5.9	7.6
	AMERICAS	6,505	7,151	7,516	428	657	7,516	6,077	6,494	0	7	9.2	100	0	0	0	8.6	9.6	9.2
	TOTAL	10,694	10,630	11,092	4,116	3,503	11,092	6,578	7,128 ⁵	0	38	33	100	1,378	1,489	0	10.2	9.2	10.2
TOTAL SCOPE 2	EUROPE	3,751	2,941	3,013	3,751	2,928	3,013	0	13	0	100	99.6	100	0	13	0	15.2	11.2	10.8
	ASIA PACIFIC	522	724	741	0	0	741	522	724	0	0	0	100	263	626	0	12.4	6.6	8.72
	AMERICAS	9,030	9,570	9,901	428	657	9,901	8,602	8,913	0	5	6.9	100	2,154	2,332	0	12.0	12.2	12.2
	TOTAL	13,303	13,235	13,655	4,179	3,585	13,655	9,124	9,650	0	31	27.1	100	2,417	2,971	0	12.7	11.5	11.6

RENEWABLE ENERGY MIX⁶

SOURCE	2021		2022		2023	
	MWh	%	MWh	%	MWh	%
Bioenergy	2,688	64	1,763	49.2	1,788	13
Wind	1,328	32	1,468	41.0	10,667	78
Solar	42	1	193	5.4	1,087	8
Hydro	79	2	107	3.0	46.3	0.3
Other Renewables	41	1	54	1.5	66	0.5

³ Figures have been adjusted to include Tradeweb Australia (formerly Yieldbroker) full-time employee headcount as of 12/31/2022

⁴ Based on headcount as of 12/31 of the respective year and region. Asia Pacific and Total 2022 FTE figures have been adjusted to include Yieldbroker's FTE as of 12/31/2022

⁵ 17.14% of our 2022 Scope 2 energy consumption, and 17% in 2021, is covered by nuclear power. While it is not considered a renewable energy source, it does not create CO₂ emissions, so it is not included in our emissions calculation.

⁶ The percentages in the table represent the proportion of each renewable energy source relative to the total renewable energy consumption, not the overall energy consumption.

Methodology

Scope 1

As a result of Tradeweb's external assurance process for our 2022 GHG emissions, some data that was classified under Scope 1 in our 2022 report, has been reclassified to Scope 3, Category 8 in accordance with the GHG Protocol and an Operational Control boundary.

The Scope 1 data in this report, for 2022 and 2023, is inclusive of stationary combustion (natural gas) utilized for heating purposes in our Australia, Paris, Amsterdam, London offices and in one of our U.S. offices. 2023 data was unavailable for the Australia office however, so 2022 data was used as a proxy. As natural gas usage data is largely measured at the building level (rather than Tradeweb-specific usage), we estimate share of consumption based on the percentage of square footage occupancy. The remaining U.S. offices are excluded from Scope 1 as they do not utilize natural gas, and our Asia offices are excluded on a basis of materiality.

For the U.S. office location, the actual consumption amount of natural gas was unavailable, so we extrapolated the annual natural gas consumption of the office based on its square footage, utilizing the U.S. Energy Information Administration (EIA)'s 2018 Commercial Buildings Energy Consumption Survey (CBECS) Survey data.

For London natural gas emissions calculation, we utilized emissions factors from the UK Department for Business, Energy & Industrial Strategy (BEIS) - formally known as UK Department for Environment Food & Rural Affairs (DEFRA) - dataset, inclusive of Gross Calorific Value. For our Amsterdam and Paris locations, we utilized country-specific emissions factors from

the International Energy Agency (IEA). For our Australia office we used the Australian Government Department of Climate Change, Energy, the Environment and Water (DCCEEW)'s National Greenhouse and Energy Reporting (Measurement) Determination (NGER) dataset. For the U.S. location, we used U.S. Environmental Protection Agency (U.S. EPA) data.

Scope 1 data is reported on [pages 43](#) and [50](#) of this report.

Scope 2

Energy consumption data is directly provided by our leased offices and data centers.

For the first time this year, we included energy consumption from our co-working space in Chicago in our Scope 2 calculations. This space, in 2023, surpassed the desk-based threshold we employ to determine leased share-space inclusion in emissions calculations on a basis of materiality. For this office, energy consumption data is not available, so we estimate emissions using a similar-sized co-working space as a proxy.

Energy consumption for one of our data center partners in Asia was calculated using a monitoring tool that provides SNMP data for our registered PDU. For a carrier rack in the same location, which has a non-metered PDU, we estimated power consumption using data from the carrier racks of a comparable Data Center.

Electricity data from leased office spaces in Asia does not include HVAC consumption. Given this is not currently being tracked by our office space provider, and we were unable to identify an estimate due to insufficient historical and benchmark data, this remains excluded.

Q4 electricity data was not available for one of our European office locations. To address this, we utilized Q4 2022 data from that office, to obtain a MWh per desk factor. This factor was then multiplied by the number of desks in that office 2023 to estimate 2023 Q4 electricity consumption for the location.

For location-based emissions, we used a variety of emissions factors from the European Environment Agency (EEA), the French Agency for Ecological Transition (ADEME), Department of Industry, Science, Energy and Resources (DISER), DEFRA, and U.S. EPA datasets, supplemented with localized emission factors for certain regions in Asia.

Market-based emissions are disclosed for 2023 as zero, as all energy usage was covered by renewable energy either by Tradeweb or our leased office and data center partners. More details on this can be found in the "[Emissions Reduction and Renewable Energy](#)" section of this report.

Scope 2 data is reported on [pages 43-46](#), [50](#), and [52](#) of this report.

Scope 3

Category 1 and 2 – Purchased Goods and Services, and Capital Goods

These categories have been calculated using the GHG Protocol spend-based method.

Leveraging data from internal accounting systems, we derived appropriate categorization of spend per expense item, to obtain the most representative picture of our purchased goods and services and capital goods. We then mapped our internal spend categories to the most

representative United States Environmentally-Extended Input-Output (USEEIO) category. Subsequently, the spend was adjusted for inflation using the U.S. Bureau of Labor Statistics' "Consumer Price Index for All Urban Consumers (CPI-U) - All items in U.S. city average, all urban consumers, not seasonally adjusted" to align with the year of the USEEIO database's emission factor. Finally, the adjusted figures were multiplied by the emission factor corresponding to the relevant category.

Following a similar methodology, we have adjusted the figures in these categories for both 2022 and 2023 to incorporate supplier spend data from Tradeweb's acquisition of Yieldbroker.

Category 1 and 2 data is reported on [pages 43](#) and [50](#) of this report.

Category 3 – Fuel and Energy-Related Activities

This category has been calculated by multiplying emitting Scope 2 energy usage (in KWh) by Transmission and Distribution (T&D) and Well-to-Tank (WTT) emission factors. Supplier-specific factors were utilized if available, otherwise the most recent BEIS T&D/WTT emission factors by country were applied, and DISER factors were applied for Australia locations.

Category 3 data is reported on pages 44 and 50 of this report.

Category 4 – Upstream Transportation and Distribution

Similar to calculations for Purchased Goods and Services, this category has been calculated following the GHG Protocol spend-based method. Leveraging internal accounting system data, we extracted data entries labeled as freight

or shipping & postage and applied USEEIO emission factors to the respective spend.

Category 4 data is reported on pages 44 and 50 of this report.

Category 5 – Waste Generated from Business Operations

Tradeweb reported waste data includes waste generated through the use of our leased office spaces in the U.S., Paris, Amsterdam, London, and Australia, recycled e-waste, confidential paper in our London and Australia locations, and wastewater in all our leased office space locations. For U.S. offices, 2023 waste data is derived based on the results of a waste audit conducted in early 2023 in our New York City office on a Tuesday, to account for waste on a day that the office is most densely populated. Through the audit results, we calculated the average waste (in pounds) per Tradeweb employee, per day. This figure was then multiplied by the number of 2023 visits to our New York City, Garden City, and Jersey City offices. Visit data was determined from office building and human resources data. We receive waste data at the full building level in our London office, so we estimate Tradeweb waste according to our square footage occupancy rate, as a percentage of the overall building's square footage total.

Both Australia and London waste figures include confidential paper recycling. Due to limited information from the Australia office, which provided data on the number of confidential paper bin pick-ups and bin capacity only, the kilograms of paper waste were estimated based on the average weight of paper per bin of the specified capacity.

Waste data for our Australia office was only available starting in Q2 2023. To estimate Q1 figures we generated an average based on available data. Since 2022 data was not available, we used 2023 data as a proxy.

For the first time this year, we were able to obtain waste data from our Paris and Amsterdam offices. For the months where data was unavailable, we averaged the available data to generate estimates. We also adjusted 2022 figures using 2023 data as a proxy.

For the locations where information on the building waste management for non-recycled waste is not available, we employed a conservative assumption that the waste was land filled, and emissions were calculated accordingly using the U.S. EPA Mixed Municipal Solid Waste conversion factor.

Our Asia offices are not captured in waste figures, as waste data is not available and can be excluded on a basis of materiality.

For wastewater, we used the data provided by our London leased office space, representing overall building water disposal. We then calculated Tradeweb's usage based on our percentage of square footage occupancy. The same process was used to estimate the Australia office's wastewater, derived from overall building data.

Based on the assumption that water usage within commercial office space is similar throughout the world, London office data was utilized as a proxy and applied to U.S. offices to estimate water usage. To calculate associated emissions for water usage, BEIS emissions factors were applied.

In our Paris, Amsterdam, and all Asia leased co-working spaces, water data and respective emissions were supplied directly by our office space providers.

Category 5 data is reported on [pages 43, 44, and 50](#) of this report.

Category 6 - Business Travel

Business travel emissions in this report include air travel, rail travel, business car travel, hotel stays, and for the first time, emissions related to taxi rides. The latter was also included in adjusted 2022 figures in this report.

Air, rail, and car, hotel stays data was provided by our third-party booking partner and expense system. Therefore, any trips booked outside the systems are not captured in the figures. Related emissions have been calculated using the GHG Protocol Scope 3 distance-based method.

In previous reporting years, air and rail emissions were calculated directly by our booking partners. However, to improve accuracy, we have now taken over the calculation of emissions internally. Using distance and class of travel information from our booking patterns' datasets, we multiplied these by BEIS's GHG Conversion Factors. For air travel, this method takes into consideration the total distance of a flight segment, the seat class of the flight, and radiative forcing (RF). Where information about the flight class was unavailable, we assigned the class according to the guidelines of our travel policy. We have adjusted 2022 figures accordingly.

We have also adjusted our methodology for calculating emissions from hotel stays. The number of nights spent in a location is now multiplied by BEIS's emission factors of MtCO₂e per average night in a hotel, categorized by country. For countries where specific emission factors were unavailable, we used an average of all other available emission factors. Due to

data being unavailable, 2022 and 2023 hotel emissions do not include YieldBroker employee hotel stays.

For emissions related to taxis booked for business trips, we followed the GHG Protocol Scope 3 spend-based method. Spend data was obtained from our internal accounting systems. The emission factor used is from the U.S. EPA. Since the dataset does not differentiate between electric and non-electric vehicles used for taxis, we conservatively estimated emissions assuming that all taxis were not electric cars (petrol).

A similar conservative assumption was applied to business car emissions, which have been calculated by multiplying distance travelled, by BEIS's 'Petrol car (average)' emission factor.

Category 6 data is reported on [pages 43, 44, and 50](#) of this report.

Category 7 - Employee Commuting Inclusive of Remote Work Impact

This category has been calculated following the GHG Protocol distance-based approach.

In 2022, Tradeweb conducted a survey distributed to all global employees to capture actual employee commuting habits. This provided key metrics such as the average distance travelled by employees to get to work, as well as the type of transport most commonly used. The Tradeweb-specific percentages used for these calculations reflect the responses of the Tradeweb survey takers, and were used as a proxy for the entire Tradeweb workforce. We also used data from our office and human resources systems to gain a clear understanding of the number of visits made to each of our offices by our employees throughout each year. These company-specific inputs were applied to our calculation methodology for employee commuting.

We continue to incorporate remote working data into our Category 7 calculations. To this end, we integrated Tradeweb-specific data wherever possible into the assumptions and formulas provided in the [EcoAct's Homeworking Emissions White paper](#). This was done through the integration of the results of a survey distributed to global employees, to capture home heating and cooling habits of our employees. These calculations reflect the responses of the Tradeweb survey takers which were used as a proxy for the entire Tradeweb workforce.

Commutes to the leased offices, and emissions related to home working in the Asia Pacific area and the European Union, were factored into the North America and U.K. calculations, respectively.

Category 7 data is reported on [pages 43, 44, and 50](#) of this report.

Category 8 - Upstream Leased Assets

This category has been calculated following the GHG Protocol asset-specific method.

As a result of Tradeweb's external assurance process for our 2022 GHG emissions, some data previously reported under Scope 1 has been moved to Category 8, given an Operational Control boundary. Relevant equipment is deemed to be under landlord control. Category 8 includes emissions for natural gas (building heating) and Diesel (backup generators) consumption at data centers, as well as fugitive emissions from refrigerants (HVAC) at leased office buildings and data centers.

Where Tradeweb was not able to obtain specific heating data from any of our third-party partners, a conservative approach was taken assuming that gas is used. Estimates for those locations were made using a similar type of facility as a proxy, with MWh consumption as a basis for the comparison.

For natural gas related to one of our U.S. data centers, 2023 data was not available due to a metering issue. We therefore used 2022 data as a proxy.

Refrigerant data was not available for our Australia data centers, and therefore was excluded from calculations on a basis of materiality.

Since amount of refrigerants used during the reporting year was not available, [guidance](#) from the EPA was used to estimate the fugitive emissions based on coolant capacity/charge, operating leakage, and respective GWP factor.

Category 8 data is reported on [pages 43 and 50](#) of this report.

Category 15 - Investments

This category has been calculated following the GHG Protocol average-data method: Tradeweb's proportionate share of the investee's revenue was multiplied by the relevant USEEIO emission factor representative of the investee company's sector of the economy.

In our previous report, we used the GHG Protocol Quantis calculator to assign appropriate emissions category for investee companies. However, following the decommissioning of the tool by the GHG Protocol in Summer 2023, we have revised current and historical data with updated and more suitable USEEIO emission factors.

Category 15 data is reported on [pages 43 and 50](#) of this report.

SASB Index

CODE	SECURITIES AND COMMODITIES EXCHANGES	REFERENCES
Promoting Transparent & Efficient Capital Markets		
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—as Tradeweb is not an exchange, but an electronic trading venue
FN-EX-401a.2	Percentage of trades generated from automated trading systems	Tradeweb hopes to provide this information in the future.
FN-EX-401a.3	Description of alert policy regarding timing and nature of public release of information	N/A—as 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—as Tradeweb is not an exchange, but an electronic trading venue
Managing Conflicts of Interest		
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.
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.
Managing Business Continuity & Technology Risks		
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 significant downtime in the 2023 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 reporting period exposing any PII or customer data
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions	Tradeweb has comprehensive information security, cyber, customer privacy, compliance, and risk management protocols in line with industry best practices in place including stress tests, vulnerability tests, and employee trainings, among other policies and procedures to help prevent, mitigate, and manage any such incidents or disruptions should they occur.
		See pages 22-26 of this report

CODE		Software & IT Services	References
Environmental Footprint of Hardware Infrastructure			
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 non-renewable energy by location, and the approach used, under the An Integrated Plan for Environmental Action section of the Report.	See pages 44, 46-47 and 53 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	For all available water consumption data please see the An Integrated Plan for Environmental Action section of this report as well as the GHG Protocol Index. Tradeweb's London Office Location does utilize a percentage of water from rainwater capture.	See pages 45 and 52-53 of this report
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Tradeweb works with our leased data center locations to understand renewable options available, understand environmental sustainability initiatives and plans, and to advocate for use of renewables in operations. For internal planning, a Sustainability Due Diligence process is in place that considers environmental factors when assessing new data center locations for future partnership, as well as a needs-based assessment for REC purchases where energy is not already covered by renewables.	See the An Integrated Plan for Environmental Action section of this report.
Data Privacy & Freedom of Expression			
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 (https://www.tradeweb.com/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 defined in our privacy policy	See Tradeweb's Privacy Policy (https://www.tradeweb.com/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 2023 Annual Report on Form 10-K (https://investors.tradeweb.com/node/11716/html).
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			
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 2023 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 cyber security 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 to help prevent, mitigate, and manage any such incidents or disruptions should they occur.	See pages 22-26 of this report

CODE		Software & IT Services	References
Recruiting & Managing a Global, Diverse & Skilled Workforce			
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 An Evolving and Impactful Culture section of this report for details about our employee structure and headcount.	
TC-SI-330a.2	Employee Engagement as a percentage	Tradeweb began tracking employee engagement as a percentage in 2021 and continues to report this information now with 3 year history. In 2023 for the first time we have shifted this % from town hall attendance to global employee survey participation which was 83%. We do not have this information available for years 2020 and prior. Please see the Employee Engagement information provided in the An Evolving and Impactful Culture subsection of this report.	See page 32 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 Human Capital Metrics sub-section of the An Evolving and Impactful Culture section of this report	See pages 28-30 of this report
Intellectual Property Protection & Competitive Behavior			
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 2023 Annual Report on Form 10-K (https://investors.tradeweb.com/node/11716/html).
Managing Systemic Risks from Technology Disruptions			
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Tradeweb reported no material disruption events to our trading platforms, or significant downtime in the 2023 reporting year.	
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 page 22 of this report

CODE	Investment Banking & Brokerage	References
Employee Diversity & Inclusion		
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 A Strong Foundation for Leadership section of this report for executive management metrics, and the Human Capital Metrics sub-section of the An Evolving and Impactful Culture section for non-executive management and all other employees.
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities		
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	Tradeweb does not provide investment banking services and does not incorporate ESG factors in the brokerage services provided.
Business Ethics		
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.
FN-IB-510a.2	Description of whistleblower policies and procedures	Please refer to Tradeweb's Code of Business Conduct and Ethics
Professional Integrity		
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 zero monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings.
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.
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.

See pages 17 and 28-30 of this report

Additional information on material litigation and regulatory matters can be found in our 2023 Annual Report on Form 10-K (<https://investors.tradeweb.com/node/11716/html>).

Please refer to Tradeweb's Code of Business Conduct and Ethics

Additional information on material mediation and arbitration cases can be found in our 2023 Annual Report on Form 10-K (<https://investors.tradeweb.com/>).Additional information on material litigation and regulatory matters can be found in our 2023 Annual Report on Form 10-K (<https://investors.tradeweb.com/>).Tradeweb's Code of Business Conduct and Ethics. (<https://investors.tradeweb.com/static-files/97303740-0b12-4cfb-8706-bd9469cc9cc7>)

CODE	Investment Banking & Brokerage	References
Systemic Risk Management		
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		
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 Index

DISCLOSURE	Description	Response & Reference
GRI 102. General Disclosures		
Organizational Profile		
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 (https://www.tradeweb.com/). A list of Tradeweb-offered Market Data products can be found on our website (https://www.tradeweb.com/our-markets/data--reporting/).
102-3	Location of headquarters	Tradeweb's Global Headquarter 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, France, China, Japan, Hong Kong, Singapore, Australia, and Dubai. See our locations on our website. (https://www.tradeweb.com/who-we-are/locations/)
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 2023 Annual Report on Form 10-K (https://investors.tradeweb.com/node/11716/html , https://investors.tradeweb.com/financial-information/annual-reports)
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. (https://www.tradeweb.com/who-we-are/about-us/)
102-7	Scale of organization	With leading offerings in government bonds, mortgage securities, municipal bonds, credit, and derivatives, we offer over 50 products in more than 70 countries across the globe. Tradeweb total revenue in 2023 was \$1.3 billion, with an Average Daily Volume of \$1.44 trillion.
102-8	Information on employees and other workers	Total Number of Global employees as of December 31, 2023 was 1179, 815 of whom were based in the United States and 364 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.
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 (https://www.tradeweb.com/supply-chain-transparency/)
102-10	Significant changes to the organization's size, structure, ownership, or supply chain	In the year 2023, there were no significant changes to the organization's size, structure, or supply chain.
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 An Integrated Plan for Environmental Action section of this report.
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.

DISCLOSURE	Description	Response & Reference
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		
102-14	Statement from senior decision-maker	See full statements on the Message from our CEO page 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 2023 Annual Reports and Filings (https://investors.tradeweb.com/) under the Risk Factors section.
Ethics and Integrity		
Disclosure	Description	Response & Reference
102-16	Values, principles, standards, and norms of behavior	See the An Evolving and Impactful Culture section of this report.
102-17	Mechanisms for advice and concerns about ethics	See Tradeweb's Code of Business Conduct and Ethics (https://investors.tradeweb.com/static-files/97303740-0b12-4cfb-8706-bd9469cc9cc7) 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 A Strong Foundation for Leadership section of this report.
102-19	Delegating authority	For disclosed information, see the A Strong Foundation for Leadership section of this report.

DISCLOSURE	Description	Response & Reference
102-20	Executive-level responsibility for economic, environmental, and social topics	For disclosed information, see the A Strong Foundation for Leadership section of this report.
102-21	Consulting stakeholders on economic, environmental, and social topics	Please see "Environmental, Social and Governance Matters" section of our 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-22	Composition of the highest governance body and its committees	See the A Strong Foundation for Leadership section of this report.
102-23	Chair of the highest governance body	Please refer to our 2023 Proxy Statement under the Corporate Governance section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-24	Nominating and selecting the highest governance body	Please refer to our 2023 Proxy Statement under the Corporate Governance section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-25	Conflicts of interest	Please refer to our Code of Business Conduct and Ethics, under section L. (https://investors.tradeweb.com/static-files/97303740-0b12-4cfb-8706-bd9469cc9cc7) "Conflicts of Interest and Corporate Opportunities".
102-26	Role of highest governance body in setting purpose, values, and strategy	Please see Tradeweb's 2023 Annual Report (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc) and 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3), as well as the A Strong Foundation for Leadership section of this report.
102-27	Collective knowledge of highest governance body	Please see Tradeweb's 2023 Annual Report (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc) and 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3), as well as the A Strong Foundation for Leadership section of this report.
102-28	Evaluating the highest governance body's performance	Please see Tradeweb's 2023 Annual Report (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc) and 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3), as well as the A Strong Foundation for Leadership section of this report.
102-29	Identifying and managing economic, environmental, and social impacts	See the An Integrated Plan for Environmental Action section of this report, pages 41–47 as well as the An Evolving and Impactful Culture section of this report, pages 26–40 .
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 2023 Annual Report (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc) and 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3), as well as the A Strong Foundation for Leadership section of this report.
102-32	Highest governance body's role in sustainability reporting	For disclosed information, see the A Strong Foundation for Leadership section of this report.
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 2023 Proxy Statement under the Executive Compensation section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-36	Process for determining remuneration	Please refer to our 2023 Proxy Statement under the Executive Compensation section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-37	Stakeholders' involvement in remuneration	Please refer to our 2023 Proxy Statement (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-38	Annual total compensation ratio	Please refer to our 2023 Proxy Statement under the Pay Ratio Disclosure section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)
102-39	Percentage increase in annual total compensation ratio	Please refer to our 2023 Proxy Statement under the Pay Ratio Disclosure section. (https://investors.tradeweb.com/static-files/fae799b2-b757-469e-b928-79cdd9eecfa3)

DISCLOSURE	Description	Response & Reference
Stakeholder engagement		
102-40	List of stakeholder groups	See the A Strong Foundation for Leadership 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 2023 Annual Report under the Human Capital section. (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc)
102-42	Identifying and selecting stakeholders	See the A Strong Foundation for Leadership section of this report.
102-43	Approach to stakeholder engagement	See the A Strong Foundation for Leadership section of this report.
102-44	Key topics and concerns raised	See the A Strong Foundation for Leadership section of this report.
Reporting practice		
102-45	Entities included in the consolidated financial statements	Tradeweb consolidated financial statements can be found in our 2023 10-K form (https://investors.tradeweb.com/financial-information/sec-filings)
102-46	Defining report content and topic Boundaries	For information regarding our reporting practice in this 2023 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	Please see "About this report" section of this report.
102-50	Reporting period	The reporting period for this report covers 1st of January 2023 to 31st of December 2023, unless otherwise stated.
102-51	Date of most recent report	Tradeweb's most recent previous report was our 2023 Corporate Sustainability Report, covering 1st of January 2023 to 31st of December 2023. (https://tradeweb.gcs-web.com/csr)
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. (https://investors.tradeweb.com/)
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI Standards.
102-55	GRI content index	This GRI Content Index is prepared in accordance with GRI Standards.
102-56	External assurance	Please see the Letter of Limited Assurance provided by LRQA for Tradeweb's 2022 GHG Emissions disclosure data (https://investors.tradeweb.com/static-files/7ac2500f-b06e-40d8-b45a-19454270afb5). See also page 45 of this report
Management Approach		
103-1	Explanation of the material topic and its Boundary	For disclosed information, see the A Strong Foundation for Leadership section of this report.
103-2	The management approach and its components	For disclosed information, see the A Strong Foundation for Leadership 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 11-13 of this report. For our environmental management and approach, please see the An Integrated Plan for Environmental Action section of this report. For diversity and inclusion management approach, see the An Evolving and Impactful Culture section of this report. For management approach relating to economic performance and management of related risks, see our 2023 10-K form.

DISCLOSURE	Description	Response & Reference
Economic Performance		
201-1	Direct economic value generated and distributed	For Financial Performance data, please visit Tradeweb's Annual filings on our Investor Website. (https://investors.tradeweb.com/)
201-2	Financial implications and other risks and opportunities due to climate change	Please see Tradeweb's 2023 TCFD Report (https://tradeweb.gcs-web.com/csr)
201-3	Defined benefit plan obligations and other retirement plans	Please see the For Our People subsection of this report.
201-4	Financial assistance received from government	\$0 - Tradeweb does not receive financial assistance from the government.
Market Presence		
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 An Integrated Plan for Environmental Action section of this report.
Procurement Impacts		
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 2023/2023 calendar year and hope to be able to provide additional disclosure in the future.
Anti-Corruption		
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 2023 reporting period.
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Please see our publicly disclosed 10-Q report. (https://investors.tradeweb.com/financial-information/sec-filings)
301	Materials used	N/A – Tradeweb does not manufacture or package physical goods.

DISCLOSURE	Description	Response & Reference
Energy		
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 An Integrated Plan for Environmental Action 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 An Integrated Plan for Environmental Action 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 An Integrated Plan for Environmental Action section of this report.
302-4	Reduction of energy consumption	See the An Integrated Plan for Environmental Action 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 and does not have energy reduction requirements for provided services.
Water		
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	Tradeweb believes our water consumption and resources impact to be low given that our usage is confined to our leased office space and data centers.
303-3	Water withdrawal	Tradeweb believes our water withdrawal impact to be low given that our usage is confined to our leased office space and data centers.
303-4	Water discharge	Tradeweb does 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 limited to our leased office space and data centers and any information we have is sourced directly from those third-party providers or estimated based on the assumptions disclosed in the GHG Methodology Index of this report. Tradeweb’s London office location does utilize a percentage of water from rainwater capture.
Biodiversity		
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		
305-1	Direct (Scope 1) GHG emissions	See the An Integrated Plan for Environmental Action section of this report for market-based (Scope 1) GHG emissions in metric tons of CO2 equivalent. See the GHG Methodology Index for our approach.
305-2	Energy indirect (Scope 2) GHG emissions	See the An Integrated Plan for Environmental Action section of this report for market-based and location-based indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent, and see the GHG Methodology Index of this report for our approach.
305-3	Other indirect (Scope 3) GHG emissions	See the An Integrated Plan for Environmental Action section of this report for other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, and see the GHG Methodology Index of this report for our approach.
305-4	GHG emissions intensity	See the An Integrated Plan for Environmental Action section of this report for energy intensity by number of full-time employees, and by Revenue (in millions of dollars).

DISCLOSURE	Description	Response & Reference
305-5	Reduction of GHG emissions	See the An Integrated Plan for Environmental Action section of this report for our efforts to advocate for renewable energy usage in our leased data center and office spaces, our purchase of renewable energy certificates for additional coverage, as well as other operational efforts to reduce our emissions across Scope 1, Scope 2 and Scope 3.
305-6	Emissions of ozone-depleting substances (ODS)	Tradeweb does not, to the best of our knowledge, emit ozone-depleting substances (ODS).
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Tradeweb does not, to the best of our knowledge, emit nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.
Waste		
306-1	Waste generation and significant waste-related impacts	Waste from Tradeweb operations is generated from employee use in our various leased office spaces and electronic waste ('e-waste') from the decommissioning of technology equipment over time. We do not believe there are activities that lead to significant quantities of waste generation or to generation of hazardous waste from our operations. More details on office waste and our responsible disposal of e-waste can be found in the An Integrated Plan for Environmental Action section of this report.
306-2	Management of significant waste-related impacts	See the An Integrated Plan for Environmental Action section of this report for a comprehensive description of our management and approach to waste.
306-3	Waste generated	See the An Integrated Plan for Environmental Action section of this report.
306-4	Waste diverted from disposal	Tradeweb continues to work with our leased office spaces to obtain comprehensive waste data. Where data is not directly available, we utilize assumptions to calculate approximate waste generation. For information on the data collected as well as assumptions used, please see the GHG Methodology Index as well as the An Integrated Plan for Environmental Action section of this report.
306-5	Waste directed to disposal	As per above.
Environmental Compliance		
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		
404-1	Average hours of training per year per employee	See the An Evolving and Impactful Culture section of this report.
404-2	Programs for upgrading employee skills and transition assistance programs	See the An Evolving and Impactful Culture section of this report.
404-3	Percentage of employees receiving regular performance and career development reviews	See the An Evolving and Impactful Culture section of this report.
Diversity & Opportunity		
405-1	Diversity of governance bodies and employees	For all publicly disclosed diversity information of governance bodies, please see the A Strong Foundation for Leadership section of this report. For disclosed diversity information of employees, the Human Capital Metrics section 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.

DISCLOSURE	Description	Response & Reference
Non-discrimination		
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		
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 Labour		
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		
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		
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		
411-1	Incidents of violations involving rights of indigenous peoples	Tradeweb has no incidents of violations involving rights of indigenous peoples.
Human Rights Assessment		
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. (https://www.tradeweb.com/supply-chain-transparency/)
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. (https://www.tradeweb.com/supply-chain-transparency/)
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		
413-1	Operations with local community engagement, impact assessments, and development programs	Please see the Our Global Community Impact 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.

DISCLOSURE	Description	Response & Reference
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Tradeweb sends a Social Responsibility Questionnaire as part of the vendor onboarding process to all relevant vendors that includes Environmental, Social, and Governance questions.
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		
415-1	Political contributions	Tradeweb does not provide political contributions. Language on pages 6-7 of our Code of Business Conduct and Ethics reflects acceptable behavior around Political Activities and Lobbying. (https://investors.tradeweb.com/static-files/97303740-0b12-4cfb-8706-bd9469cc9cc7)
Customer Health & Safety		
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		
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		
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		
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 2023 Annual Reports and Filings under the Legal Proceedings section. (https://investors.tradeweb.com/static-files/c83b50d5-70ff-4e99-991f-c380acb602dc)



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