

COMMITTED TO RESPONSIBLE ACTION

2020 CSR – INVESTOR DECK



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Linking...



Investors to Opportunities
Our Markets



Operations to Impact
The Environment



Engagement to Improvement
Social, Our Employees & Communities



Values to Action
Our Governance

To view the full report, click [here](#)

From Our CEO



One of Tradeweb's competitive differentiators has always been our culture. From having a handful of employees in 1997 to roughly 1,000 today, we have always been about creative collaboration, fostering diverse perspectives and being good corporate citizens. While we've always worked to exemplify these traits in how we do our jobs, terms like sustainability or ESG weren't really part of our corporate vocabulary for a long time.

I invite you to follow our progress into the years ahead and the future we all share and look to shape.”



LEE OLESKY

Chief Executive Officer & Co-Founder,
Tradeweb Markets Inc.



From Our President



As a global leader in financial markets, Tradeweb is committed to enhancing transparency and encouraging client interest in Green Bonds. The generational shift towards ESG-focused investments will only accelerate, and so our industry must concentrate its efforts to better understand social and environmental issues as it develops new green and sustainable products.”

BILLY HULT

President, Tradeweb Markets Inc.





Investors to Opportunities

Our Markets



Our Purpose & Markets

Move First—Never Stop. Headquartered in New York City since 1996, Tradeweb has been a leader in the electronification of global fixed income, derivatives, and equities markets —helping traders and markets break through to new levels of efficiency and transparency. As we have evolved, our commitment to responsible action has led to increasing focus on sustainability in how we operate and how our markets perform.

\$893M
TOTAL 2020 REVENUE

\$838B
AVERAGE DAILY
VOLUME 2020

40+
PRODUCTS OFFERED GLOBALLY

961
TOTAL GLOBAL EMPLOYEES*

2,500+
CLIENTS GLOBALLY

90%+
OF TOP 100 GLOBAL
ASSET MANAGERS

14X
VOTED BEST FIXED
INCOME PLATFORM BY
FINANCIAL NEWS

698 & 263
TOTAL EMPLOYEES BASED
INSIDE & OUTSIDE OF THE U.S.,
RESPECTIVELY*

* As of December 31st, 2020



INSTITUTIONAL Tradeweb

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



WHOLESALE Dealerweb

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



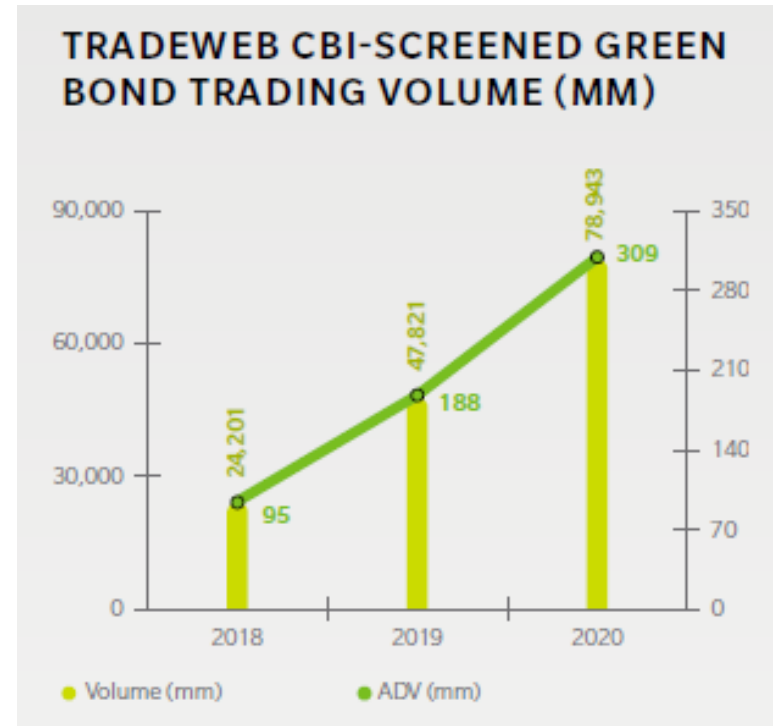
RETAIL Tradeweb Direct

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



Official Partner of Climate Bonds Initiative

- Utilize data to flag Green Bonds across a wide range of asset classes on Tradeweb screens
- Leverage CBI data to promote visibility of, as well as transparency and clarity around, Green Bond Trading
- Advance the area of Sustainable Finance, globally

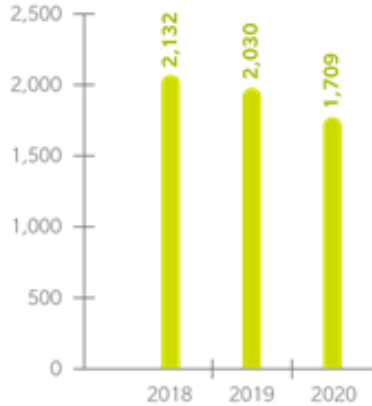




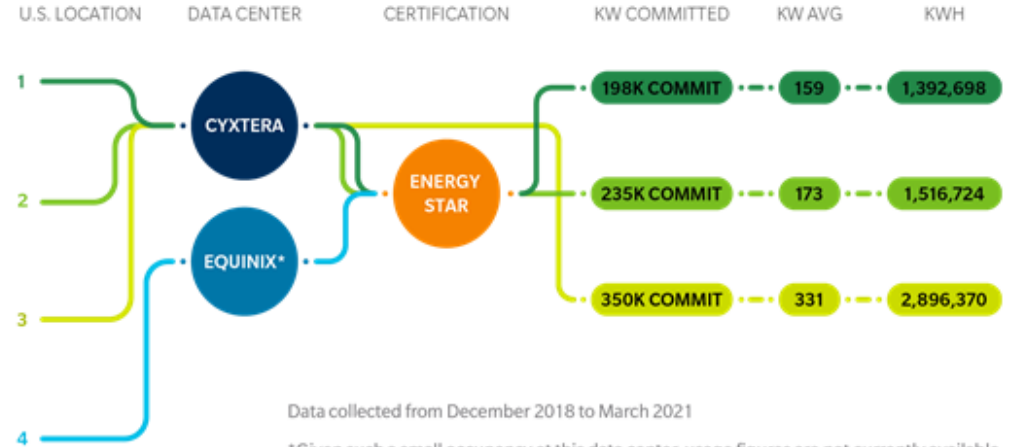
Operations to Impact The Environment

U.S. OFFICE CO₂ EMISSIONS

YEAR TOTAL USAGE CO₂e (METRIC TON)



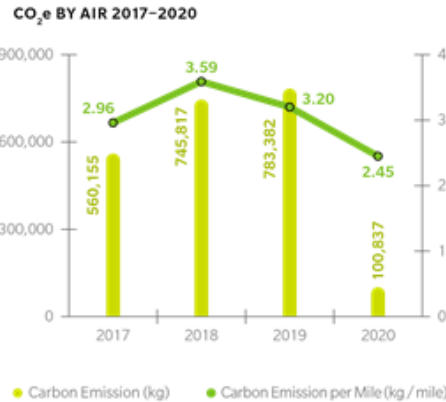
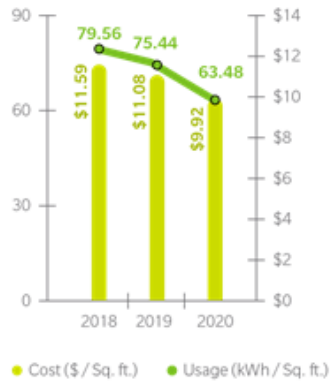
U.S. DATA CENTERS ENERGY USAGE AND CERTIFICATION



Data collected from December 2018 to March 2021

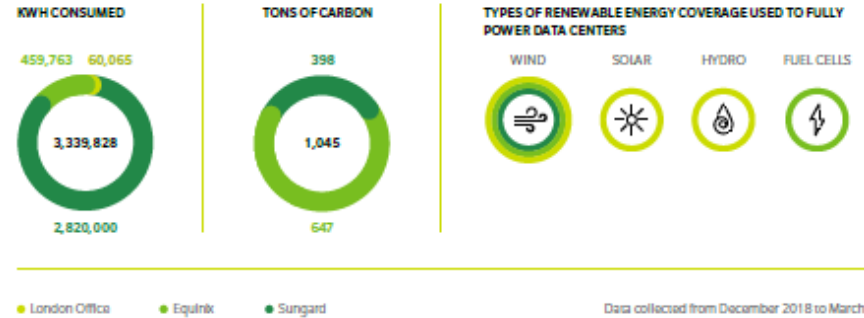
*Given such a small occupancy at this data center, usage figures are not currently available

GLOBAL ENERGY CONSUMPTION GLOBAL* TRAVEL



*Excludes U.S. travel not booked via our booking partner

TRADEWEB'S UK OFFICE & DATA CENTERS USE 100% RENEWABLE ENERGY COVERAGE



Data collected from December 2018 to March 2021



Engagement to Improvement

Social, Our Employees & Communities



Fostering a Strong Culture

In order to maintain our role as a leader in building and operating transformative electronic marketplaces for our global network of clients, we must continue to attract and retain top talent. To do so, we strive to make Tradeweb a diverse, inclusive, and safe workplace, with opportunities for our employees to grow and develop in their careers, supported by strong compensation, benefits, health and wellness programs, and by initiatives that build connections between our employees and the communities in which we live and work.



~ 50 employees



~ 50 employees



~ 100 employees



~ 15 employees



~ 50 employees

FROM SUMMER 2013
TO SUMMER 2020
TRADEWEB HAS MADE

58

FULL-TIME HIRES FROM OUR
INTERNSHIP PROGRAM AND

29

ARE STILL CURRENTLY
WORKING AT THE FIRM.

31%

OF GLOBAL EMPLOYEES
ARE FEMALE

\$49,041

TOTAL TUITION SPEND
(TAXABLE AND NON-
TAXABLE) FOR 2020

44%

OF ELIGIBLE 2020
SENIOR INTERNS
ACCEPTED FULL-TIME
OFFERS



Engagement to Improvement

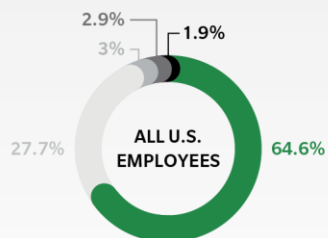
Social, Our Employees & Communities



Idea- and Innovation- Driven

Tradeweb values and encourages diverse perspectives, and strives to cultivate a team with varied and robust ideas. We aim to give everyone the access and ability to grow as an individual and, eventually, a leader.

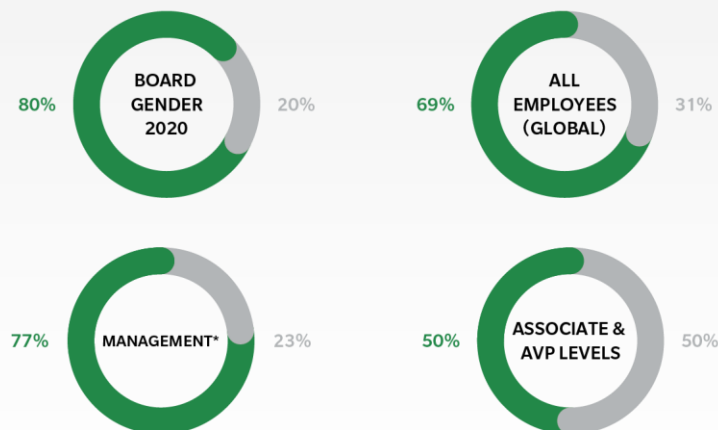
2020 U.S. ETHNICITY STATISTICS



- White
- Asian
- Black / African American
- Hispanic or Latino
- Other*

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

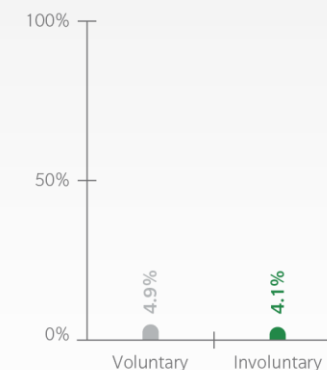
GENDER STATISTICS



- Male
- Female

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

EMPLOYEE TURNOVER (2020)





Values to Action Our Governance



Managing Conflicts of Interest

Tradeweb has had no (\$0) monetary loss from legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulations, malpractice, user privacy, or any other related financial industry laws or regulations

Managing Business Continuity & Technology Risks

Tradeweb did not experience any data breaches in 2020

Tradeweb Global Risk Management

- Third Party Vendor Management
- Employee Training
- Software Development & Release Management
- Regulatory Compliance
- COVID-19 Preparedness & Rapid Response

TRADEWEB ESG GOVERNANCE STRUCTURE





Tradeweb ESG Steering Committee

Created in 2020, the ESG Steering Committee oversees the implantation of Tradeweb’s ESG strategy and ensures our thoughtful approach is integrated throughout all aspects of our business and operations. To support this implementation, a dedicated role was created and filled in December 2020 to organize and manage our global Corporate Social Responsibility and ESG initiatives. This role reports directly to the Global Head of Corporate Development, who is a member of the Executive Committee and the chair of the ESG Steering Committee.

Legal & Regulation

Doug Friedman*

General Counsel

Jennifer Keser

Head of Regulation & Market Structure
(Europe & Asia)

Risk and Facilities

Scott Zucker*

Chief Risk and Administrative Officer

Stanislas Beckmann

Head of Tradeweb EUBV

Corporate Development / ESG /

Investor Relations

Simon Maisey*

Global Head of Corporate Development,
ESG Steering Committee Chair

Heather Wootten

Corporate Social Responsibility & ESG

Ashley Serrao*

Head of U.S. Corporate
Development & Investor Relations

Sameer Murukutla

Investor Relations

Technology

Justin Peterson*

Chief Technology Officer

Marketing and Communications

Michael Cohen*

Global Head of Marketing & Communications

Susan Bennett

Head of Marketing and Communications,
Europe & Asia

Sales and Relationship Management

Keith Fell*

Head of Senior Relationship
Management, U.S.

Zara Pratley*

Head of European Sales

Human Resources

Fred Strobel*

Global Head of Human Resources

Eleanor Quantick

Human Resources

* Member of the Tradeweb Global
Operating Committee