



Forward with **Purpose** >

2022 CORPORATE SUSTAINABILITY REPORT

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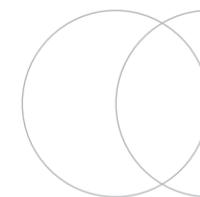
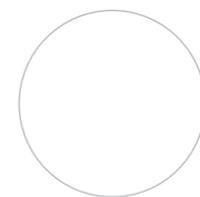


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At Tradeweb, we are focused on creating the most efficient, informed, and effective ways to trade.

For over 25 years, we’ve been working to change capital markets through innovative and collaborative solutions. We approach sustainability as we approach our markets, thoughtfully and with purpose. As we move forward, we remain rooted in consistency, transparency, and accountability in that approach.





A Message from Our CEO

I am proud to introduce Tradeweb’s third annual Corporate Sustainability Report.

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

As you will see throughout this report, we have made strong and measurable progress—and we’ve done so while staying true to those initial guiding principles. There is perhaps no better example of this focus than our Spotlight Dealer Diversity program (“Spotlight Program”).

I am particularly proud of the Spotlight Program because it embodies the genuine efforts of collaborating closely with our clients to create positive and real change in our industry. We are proud of the partnerships we’ve forged with our woman-, veteran-, disabled-, and minority-owned dealers through this program.

We have also looked inward and committed ourselves to expanding the diversity within our own employee base, at all levels of the company.

These efforts have extended to Tradeweb’s multi-asset green bond trading offering. As one of the leading fixed income marketplaces for Green Bond trading globally, we expanded functionality for Green Bond trading on our platform in 2022 and continued to expand our capabilities and reporting functionality around these securities.

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

- Driving record volumes in green bond trading on Tradeweb, with record ADVs across global markets including European Government Bonds, European Credit, Other Government Bonds and US High Grade Credit, year over year
- Improving the diversity of our Board by adding highly qualified female and diverse members, increasing the number and percentage of female Managing Directors across the organization, and welcoming a diverse summer program with 54% female and 34% ethnically diverse interns
- Cultivating a range of community development opportunities for employees through the success of our philanthropy initiatives, expanding our Global Week of Service to include various categories of giving back in partnership with global charities, and continuing to partner with many charitable organizations that seek to create a more inclusive, equitable, healthy, and sustainable future for all
- Expanding our environmental data collection to create a complete carbon footprint picture and improving our climate-related risk management and reporting, as we take actionable steps to increase the renewable energy coverage of our global operations.

I am energized to lead Tradeweb forward in this journey, and am proud of the work that our people accomplish every day to make us a stronger company at our core. Holding ourselves accountable to our ESG goals continues to guide us in how we serve our clients, pursue initiatives and partnerships, and attract and retain talent. I hope you will follow us on this journey as we progress towards our goal of creating a better future for our employees, our clients, our shareholders, and our planet.

Best,

Billy Hult
Chief Executive Officer,
Tradeweb Markets Inc.





About This Report

This report represents a view of Tradeweb’s Environmental, Social, and Governance (ESG) progress and performance over the 2022 calendar reporting year.

This report was published on August 22, 2023 and covers the twelve-month period ended December 31, 2022, 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 2022 and all ESG quantitative metrics are stated as of the end of 2022, unless otherwise noted. Information regarding some known events or activities in 2023 to-date 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, this report is prepared using the frameworks and standards of the [Sustainable Accounting Standards Board \(SASB\)](#), the [Global Reporting Initiative \(GRI\)](#), the [Greenhouse Gas \(GHG\) Protocol](#), and the [Task Force for Climate-Related Financial Disclosures \(TCFD\)](#). This report also references the United Nations Sustainable Development Goals. As our reporting evolves and is refined over time, including as a result of new government regulations, changing stakeholder expectations, and other developments in the ESG reporting industry, we will continue to strive to be transparent in our disclosure of our ESG strategy and metrics in a way that is digestible by our stakeholders, providing evidence-based, market-informing, and decision-useful information relevant to our business.

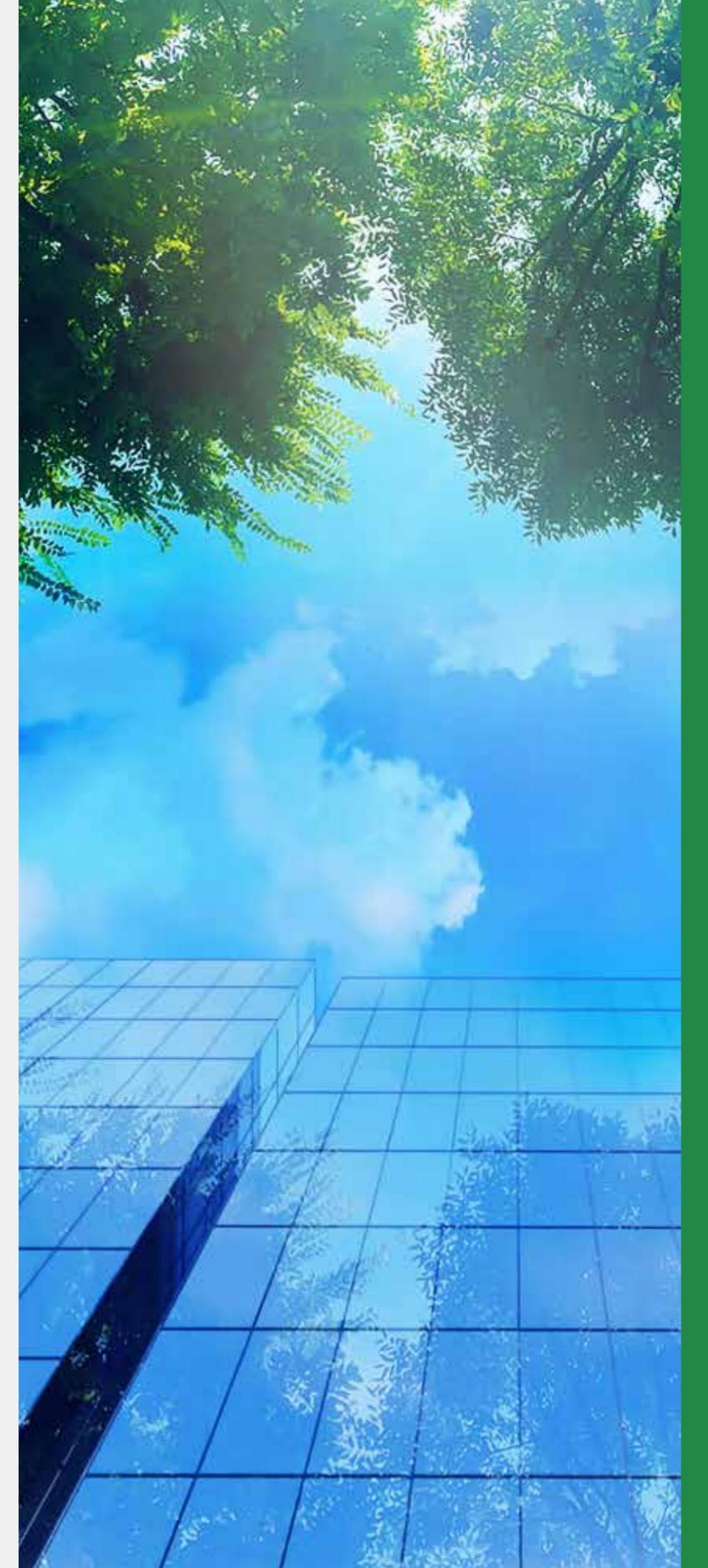
This report discloses information that Tradeweb believes to be of interest to the readers of this document, primarily our clients and investors, as well as other stakeholders, including our current and future employees, and the broader market. References to materiality or other similar terms in this report should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or regarding the financial impact of such information. The structure of this report, ordering disclosure topics by Governance, Social, and Environmental, is done in line with our stakeholder’s 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 third, we have expanded our data to provide our stakeholders with more granular detail and insights on our ESG progress and performance. Some of those items include:

- **Complete Scope 1, 2, and 3 emissions reporting**
- **Increased granularity of human capital metrics**
- **Diversity Equity and Inclusion strategy**
- **Progress toward our goals**
- **Expanded United Nations Sustainable Development Goals (SDGs) disclosure throughout the report**
- **TCFD reporting**
- **Carbon Disclosure Project (CDP) participation**
- **Risk and compliance governance structure**
- **Expanded ESG governance structure**
- **Holistic employee engagement reporting**





Overview



Governance



People



Community



Environment



Appendix

Governing for Sustainable Innovation

Tradeweb's business is rooted in the power of connecting people through innovative technology and, together, moving markets forward. As we venture forward, we do so with intent and purpose—purpose that inspires us to excellence and has equipped our leadership team to seek to drive our future success, sustainably.



55%

Board Independence

(as of August 2023)



23

Industry Awards, Recognizing Tradeweb and Our Employees



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Our Clients and Markets

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

TRADEWEB BY THE NUMBERS

2,500+
CLIENTS GLOBALLY

65+
COUNTRIES

350+
TECHNOLOGISTS

90,000+
AVERAGE DAILY TRADES

\$198B
2022 GLOBAL CBI-
SCREENED GREEN BOND
TRADING VOLUMES

30.8%
GLOBAL FEMALE
EMPLOYEE
REPRESENTATION

\$1.189B
DECEMBER 31, 2022
FULL YEAR REVENUES

\$1,129B
DECEMBER 31, 2022
FULL YEAR AVERAGE
DAILY VOLUME

25+
YEARS OF SUCCESSFUL
INNOVATION

\$2.2+
QUADRILLION TRADED
SINCE LAUNCH*

40+
PRODUCTS OFFERED
GLOBALLY

12x
VOTED BEST FIXED
INCOME PLATFORM
Financial News

* As of 1Q 2023

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.



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

Thomas Pluta

President, Tradeweb Markets





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Our clients have come to rely on Tradeweb in their everyday workflows and we take that responsibility seriously. This drives us to innovate and deliver on the expectations that we set for ourselves, those of our clients, and what the broader market has come to expect from Tradeweb. 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](#).

Tradeweb Core Values



Act Responsibly



Embrace Differences



Share Ideas



Stay Curious



Take Ownership



Exceed Expectations



Spotlight Dealer Diversity Program: One Year On

Delivering value also comes with the responsibility to advance equitable opportunity throughout our entire network. To this end, we have spent time and effort growing our Spotlight Dealer Diversity Program. Since the program's launch in 2022, we have engaged with our dealers and buy-side clients to strengthen partnerships, and collaborate on how to create additional trading relationships and efficiencies on Tradeweb. Since the launch of our U.S. Credit Spotlight protocol enhancement, there has been over \$3 billion in trading volume,* bringing counterparties together, strengthening trading relationships, and creating additional revenue streams for Tradeweb's Spotlight Dealers.

Starting with 12 dealers in June 2022, our program has grown to now include 21 woman-, veteran-, disabled-, and minority-owned dealers. For our in-person launch event in November 2022, we invited the dealers participating in our Spotlight Program to our New York City headquarters for a day of interview recording and networking with buy-side clients. From those interviews, we were able to launch the second phase of promotion for Tradeweb Spotlight Dealers. For

the Spotlight Dealers who could not attend the November launch event, we hosted a second recording opportunity in our office in June 2023, adding 4 additional Spotlight videos to our promotional efforts. All Spotlight Dealer videos will be continually updated on our website, allowing the broader investing community to learn about each of Tradeweb's Spotlight Dealers, and the unique mission, expertise, and capabilities they bring to our network.

This program represents a natural opportunity for Tradeweb to shine a light on the value that these diverse firms bring to the market. The Spotlight program delivers for our clients and our diverse dealer community in a way that enhances existing workflows and allows clients to increase their trading with the diverse dealer community, and meaningfully brings these dealers into more trades on our platform. This program is one of great pride for Tradeweb employees and executive leadership and we look forward to continuing to enhance and grow our trading technology in direct partnership with our Spotlight Dealer and buy-side client communities.



SPOTLIGHT DEALER DIVERSITY PROGRAM

Meet the dealers in our Spotlight Diversity Program



* As of June 30, 2023



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Recognition and Accomplishments

Tradeweb received numerous prestigious industry awards and recognition in 2022, showcasing the talent of our employees and the innovative, market-moving solutions we have brought to our marketplace.

CRAIN'S NEW YORK BUSINESS

Notable Women on Wall Street List

We're proud to share that our own Erica Barrett was named to Crain's New York Business list of Notable Women on Wall Street.

REGTECH INSIGHT

Best Transaction Cost Analysis Solution for Best Execution

We're excited to share that we were named "Best Transaction Cost Analysis Solution for Best Execution" at this year's A-Team Group's RegTech Insight Awards APAC in Singapore.

MARKETS MEDIA

Excellence in Compliance

We're proud to announce that our own Devi Shanmugham was named the winner of "Excellence in Compliance" at the 2022 Markets Media U.S. Women in Finance Awards.

MARKETS MEDIA

Excellence in Trading Platforms

We're proud to share that Tradeweb's own Celeste Feehan was named winner of "Excellence in Trading Platforms" at the 2022 Markets Media U.S. Women in Finance Awards.

GLOBALCAPITAL

OTC Trading Venue of the Year

We're pleased to be named the "OTC Trading Venue of the Year" at the 2022 GlobalCapital Global and Americas Derivatives Awards.

FINANCIAL NEWS

100 Most Influential Women in Finance

Congratulations to our head of European Sales, Zara Burrell, for being named among this year's 100 Most Influential Women in Finance by the Financial News.

FOW GLOBAL INVESTOR GROUP

Fixed Income Trading System of the Year

We're honored to win "Fixed Income Trading System of the Year" at the prestigious Global Investor Group's Asia Capital Markets Awards 2022.

FOW GLOBAL INVESTOR GROUP

Multi-Asset Trading System of the Year

We're proud to be named "Multi-Asset Trading System of the Year" at Global Investor Group's Asia Capital Markets Awards 2022.

ASIA RISK

Buy-Side Trading System of the Year

We're excited to win "Buy-Side Trading System of the Year" in the Asia Risk Awards 2022 for the third year running.

GLOBALCAPITAL

Swap Execution Facility of the Year

We're excited to be named "Swap Execution Facility of the Year" at GlobalCapital's 2022 Americas Derivatives Awards.

GLOBALCAPITAL

Outstanding Achievement Award

Congratulations to our former Chairman and CEO Lee Olesky for receiving the "Outstanding Achievement Award" at GlobalCapital's 2022 Americas Derivatives Awards.

FINANCIAL NEWS

Trading Initiative of the Year

We're pleased to take home the award for "Trading Initiative of the Year" for our automated trading tool, AiEX, at the Financial News' 2022 Excellence in Trading & Tech Awards.

FINANCIAL NEWS

Best Fixed Income Trading Platform

We're thrilled to be named the "Best Fixed Income Trading Platform" at the Financial News' 2022 Excellence in Trading & Tech Awards.

FAST COMPANY

Best Workplace for Innovators

We are excited to make Fast Company's list of Best Workplaces for Innovators for the second year in a row.

ASIANINVESTOR

Best Data & Technology Provider

We're proud to be recognized by AsianInvestor as the "Best Data & Technology Provider" in the publication's Asset Management Awards 2022.

HEDGEWEEK

Best Trading and Execution Platform

We are proud to win "Best Trading and Execution Platform" in the Hedgeweek European Awards 2022 for the third consecutive year.



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 electrification of our markets

In recognition of our initiatives and 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 2023 Rankings, which assess performance for 2022, Tradeweb was ranked 228th overall (top 50%) and 10th in the Capital Markets Industry.

Additionally, Tradeweb was honored with three awards at the [Financial Communications Society's 29th Annual Portfolio Awards](#) "celebrating creative excellence in financial marketing and communications." Tradeweb received Bronze in the "Best Digital Collateral" category for our 2021 Corporate Sustainability Report, Silver in the "Best Web Video" category for our Global Video Series: 10 Years of Automated Trading, and Gold in the "Best Organic Social Media" category for our Spotlight Dealer Diversity Program.

For a full listing of recent recognition, please see [other accolades](#).



Our Board and Company Leadership

Since Tradeweb's IPO in 2019, the Board of Directors ("Board") has evolved and expanded, with a sharp focus on cultivating a director base with exemplary industry leadership and business acumen, in addition to a diverse set of skills, experience, and perspective.

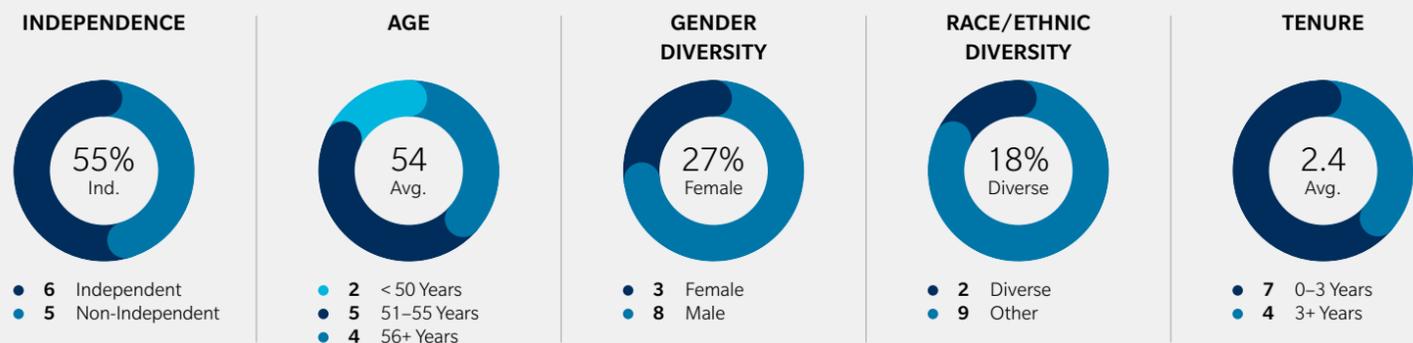
Our Evolving, Engaged Board

Tradeweb recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. With a view to achieving sustainable and balanced development, the Company sees diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board's composition, Board diversity is considered among a number of aspects, including but not limited to gender, age, race, ethnicity, nationality, cultural and educational background, professional experience, skills, knowledge, and length of service. The ultimate decision on all Board nominations is based on merit and the contribution that the selected candidates will bring to the Board, having

due regard for the benefits of diversity on the Board. Taking these factors into account, the company appointed two female directors to the Board, one in August 2022 and one in May 2023 and one ethnically diverse director to the Board in March 2023. Further, beginning in March 2023, as part of the search process for each new director, women and minority candidates will be included in the pool from which Board nominees are chosen and at least one woman and one minority candidate will be interviewed as part of the director search process. The Nominating and Corporate Governance Committee reviews the qualifications of director candidates and incumbent directors in light of the criteria approved by our Board and recommends the company's candidates to our Board for election by the company's stockholders at the applicable annual meeting. The Nominating and Corporate Governance Committee also assesses the qualifications and characteristics of our directors, including racial and ethnic diversity, and effectiveness of our Board Diversity Policy, as part of our Board's annual self-evaluation process. More information on our corporate governance documentation can be found on the [Corporate Governance](#) page of our website.

Board Independence, Age, Diversity and Tenure

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



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

● Independent ● Audit Committee ● Compensation Committee ● Nominating and Corporate Governance Committee ○ Committee Chairperson

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



Jacques Aigrain ●●●

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



Balbir Bakhshi

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



Steven Berns ●●○

Former Chief Financial Officer & Chief Operating Officer Director since 2020



Troy Dixon ●

Founder and Chief Investment Officer, Hollis Park Partners LP Director since 2023



Scott C. Ganeles ●●●

Senior Partner, WestCap Group, LLC. Director since 2019



Billy Hult

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



Catherine Johnson

Group General Counsel, London Stock Exchange Group plc Director since 2023



Paula B. Madoff ●●●●

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



Thomas Pluta

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



Murray Roos

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



Rana Yared ●●

General Partner, Balderton Capital Director since 2022

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



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Our Executive Leadership Team

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



Billy Hult
Chief Executive Officer



Thomas Pluta
President



Sara Furber
Chief Financial Officer



Chris Bruner
Chief Product Officer



Enrico Bruni
Head of Europe and Asia Business



Douglas Friedman
General Counsel



Justin Peterson
Chief Technology Officer



Fred Strobel
Global Head of Human Resources



Scott Zucker
Chief Risk and Administrative Officer

Our ESG Governance Structure

Tradeweb ESG Progression



Our 2022–2023 ESG Steering Committee

DIVISION (# MEMBERS)	NAME	TITLE
LEGAL AND REGULATION (2)	Douglas Friedman**	General Counsel
	Jennifer Keser	Head of Regulation & Market Structure (Europe & Asia)
RISK AND OPERATIONS (2)	Scott Zucker**	Chief Risk and Administrative Officer
	Stanislas Beckmann	Head of Tradeweb EUBV
FINANCE/INVESTOR RELATIONS/ESG (4)	Sara Furber**	Chief Financial Officer
	Heather Wootten	Director of Corporate Social Responsibility & ESG
	Ashley Serrao*	Head of Treasury, FP&A and IR, ESG Steering Committee Chair
	Sameer Murukutla	Global Investor Relations

DIVISION (# MEMBERS)	NAME	TITLE
TECHNOLOGY (1)	Justin Peterson**	Chief Technology Officer
MARKETING AND COMMUNICATIONS (3)	Michael Cohen*	Global Head of Marketing & Communications
	Susan Bennett	Head of Global Product Marketing
	Daniel Noonan	Global Head of Communications
SALES AND RELATIONSHIP MANAGEMENT (2)	Keith Fell*	Head of Senior Relationship Management, U.S.
	Zara Pratley*	Managing Director, Head of European Sales
HUMAN RESOURCES (1)	Fred Strobel**	Global Head of Human Resources

* Denotes member of the Tradeweb Global Operating Committee

** Denotes member of the Tradeweb Executive Committee



ESG Governance Structure

The chart on this page outlines the layers of governance implemented at Tradeweb to ensure accountability and proper management of all ESG initiatives at the company.

In 2019, Tradeweb began building a strong foundation of ESG leadership and governance accountability. Since then, we have expanded our senior leadership’s areas of focus to include overseeing progress toward our ESG goals. At the Board level, the Nominating and Corporate Governance Committee is responsible for ESG oversight and guidance. The Compensation Committee has responsibility for oversight of human capital-related topics, including diversity, equity, and inclusion (“DEI”), and the Audit Committee has responsibility for oversight of external reporting of climate-related disclosures. More information on the governance of climate-related risk can be found in Tradeweb’s inaugural [TCFD Report](#).

BOARD OF DIRECTORS

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



EXECUTIVE COMMITTEE

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



CHIEF RISK OFFICER

- Oversight of climate risk integration into enterprise risk management structure



GLOBAL HEAD OF HUMAN RESOURCES

- Oversight of DEI goals and human capital management



ESG STEERING COMMITTEE

- Guide strategy implementation and oversee integration



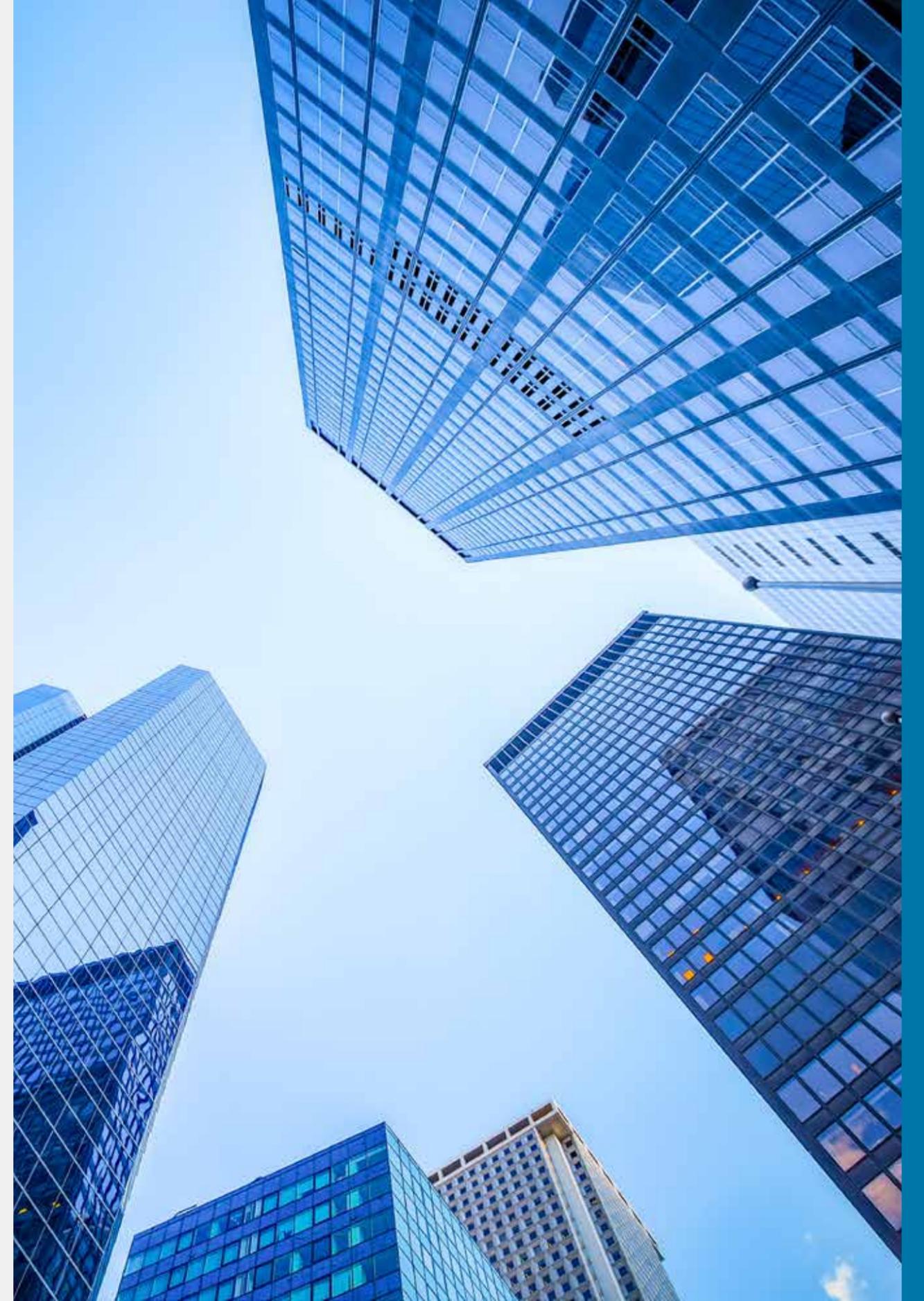
DEDICATED ESG TEAM

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



OUR PEOPLE

- Implement plans developed by the ESG team and leadership





Updates to ESG Ratings and ESG Materiality Self-Assessment

ESG Ratings

Our commitment to our ESG goals and subsequent improvement in performance have been recognized by some of the leading ESG ratings/assessment providers. Tradeweb is proud of the recognition in these assessments and is committed to continuously challenging ourselves to do and be the best we can be—year after year. Sharing our sustainability initiatives and performance on ESG metrics with our external stakeholders is an opportunity we continue to embrace. Through this journey we’ve learned that many views of ESG are important for the marketplace and we have implemented an iterative approach to disclosure across various metrics to meet the needs of our stakeholders.

We will remain transparent, diligent, and increasingly granular in our ESG disclosure, and to provide the most relevant and decision-useful ESG data, in proper context, for the various agencies to discern the most accurate rating possible, representative of our current business, future ambition, and our progress toward goals. This approach has led to improvements in Tradeweb’s ESG assessment by Sustainalytics to a lower score in the “Low Risk” category, with a score improvement to 17.1, and from ISS ESG an improvement in our corporate score from a C- to C, a PRIME status for our industry, which we received with great pride. Moody’s did not conduct an annual ESG assessment of Tradeweb in 2022, resulting in the same score as 2021.

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

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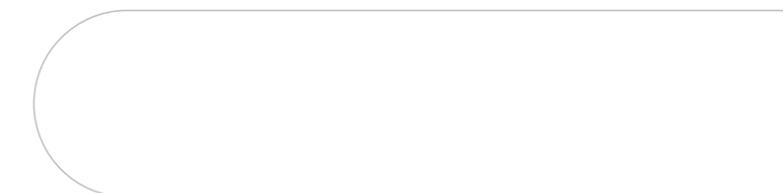
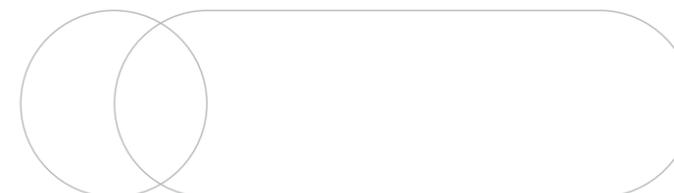
** Moody’s ESG is in the process of updating its ESG Assessment process and has not provided an updated score for Tradeweb since 2021.



ESG Materiality*

After conducting our initial ESG Materiality Self-Assessment in 2021, Tradeweb has continued to engage with our primary stakeholders—clients, employees, investors, executive management, and our Board of Directors—to understand their priorities and determine if adjustments need to be made to our Tier 1 and Tier 2 material topics. Throughout this process, our organization has continued to engage with our largest shareholders, responding directly to letters and inquiries and welcoming engagement opportunities to share our ESG strategy, our ambitions, and the progress we have made. We have also requested our investors share with us areas they believe we can improve upon. From such input, we established a plan to help us progress toward best-in-class status for our industry. Through this process, as well as an analysis of our ESG ratings and scorecards, we held our 2021 material topics consistent for 2022. Those topics are outlined on the next page. In an effort to expand the transparency of our approach to prioritizing and monitoring these factors each year, we have increased disclosure around many of these topic areas throughout this report.

* Refer to [About This Report](#) and [Forward-Looking Statements and Other Disclaimers](#) for a discussion of the use of “materiality” and other similar terms in this report.





ESG Material Topic Structure

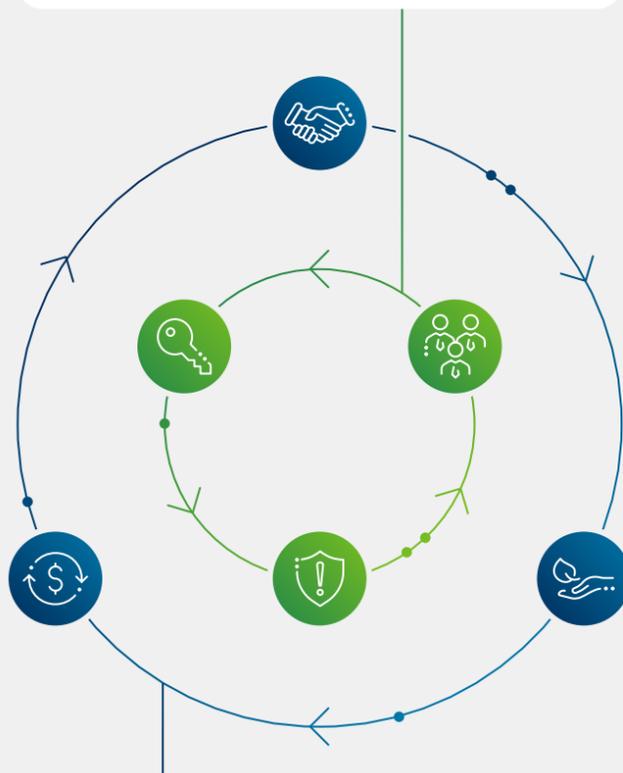
• Tier 1: Prioritize

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

INFORMATION SECURITY AND DATA PRIVACY

SYSTEMIC RISK MANAGEMENT

HUMAN CAPITAL MANAGEMENT



• Tier 2: Manage

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

BOARD COMPOSITION AND OWNERSHIP STRUCTURE

ENVIRONMENTAL MANAGEMENT

SUSTAINABLE FINANCE SOLUTIONS

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 of 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. Information Security and Data Privacy also encompasses: i. Tradeweb’s policies and procedures related to our information technology infrastructure and data privacy program; ii. the training of employees who access this infrastructure and have access to sensitive, proprietary, personal, or confidential information over the regular course of business; iii. compliance with applicable regulation; and iv. informing clients of relevant and important information regarding these policies and procedures. Detail on Tradeweb’s management of this material topic can be found starting on [page 17](#).

SYSTEMIC RISK MANAGEMENT

Tradeweb’s management of systemic risks that could cause disruption to our operations. Tradeweb also has in place business continuity and disaster recovery policies and practices to manage and respond to these risks. These policies and procedures include systems to reduce contributions to systemic risk events and manage any shocks arising from financial or economic stress affecting our operations. In addition, robust systems of risk management help us meet 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 15](#).

HUMAN CAPITAL MANAGEMENT

Tradeweb’s ability to identify, hire, retain, and foster a skilled and diverse workforce. This encompasses the management of a skilled workforce and fostering an environment that promotes diverse perspectives, celebrates differences, encourages collaboration, and evolves to meet the needs of a global and diverse workforce. This topic also includes employee health and safety practices, business ethics and upholding our Code of Conduct and Business 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 20](#).

Tier 2: Material Topics That Represent Areas of Ongoing Management to Ensure Good Governance and Corporate Stewardship

BOARD COMPOSITION AND OWNERSHIP STRUCTURE

Tradeweb’s corporate governance structure as it relates to the composition, diversity, experience, and independence of our Board as well as management of policies that govern shareholder rights, ownership, and compensation. More information on this topic can be found starting on [page 9](#).

ENVIRONMENTAL MANAGEMENT

Tradeweb’s approach to, and management of, our environmental footprint, assessing climate-related risks and opportunities to our business, as well as reporting on GHG emissions across our global operations. This topic 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 36](#).

SUSTAINABLE FINANCE SOLUTIONS

Tradeweb’s contribution to the industry relating to ESG/ sustainable trading solutions and market-informing insights, as well as support of the advancement of sustainable finance more broadly. This topic also encompasses our ability to meet our clients’ needs when implementing ESG trading strategies, including data and analytics. Detail on Tradeweb’s management of this material topic can be found on [page 44](#).



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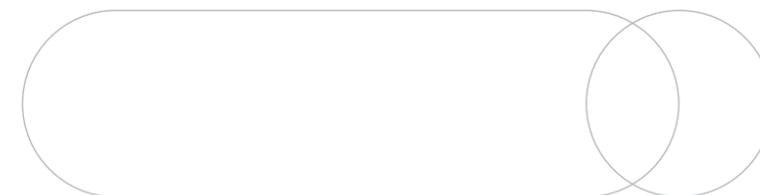


Addressing Our Material Topics

Over the course of 2022, we continued to prioritize and monitor these material topics, understanding that they are the greatest areas of focus and value for our stakeholders regarding our business operations. In 2022, we also continued to engage across our value chain to seek to improve across other ESG-relevant areas of our business. Our approach has been thoughtful, holistic, and an integral part of how we do business and plan to reach the next levels of success. Throughout this report, we provide detail on how we are currently addressing and integrating these factors into our decision-making processes and overall approach, as well as applying action plans for improvement where we believe there is room to evolve over time.

We assess our operations through a lens of double materiality, understanding that it is not only important to measure how various ESG factors may affect our business, but also to understand how our business may affect our planet and society at large. Our approach to sustainability management is fully integrated throughout our operational units and helps to shape our decision-making processes at all levels of the company.

Given our analysis, we understand our impact on the planet to be minimal given the nature of our operations when compared to other industries, such as manufacturing, shipping, and energy. However, we continue to make progress toward reducing our environmental footprint, creating efficiencies, and removing items from our operations, processes, and physical locations that do not align with our sustainability goals. We also continue to allocate resources to improving our already robust information security and technology infrastructure and have dedicated attention toward addressing the needs of our growing and diverse talent at Tradeweb—two areas of top priority for the company.





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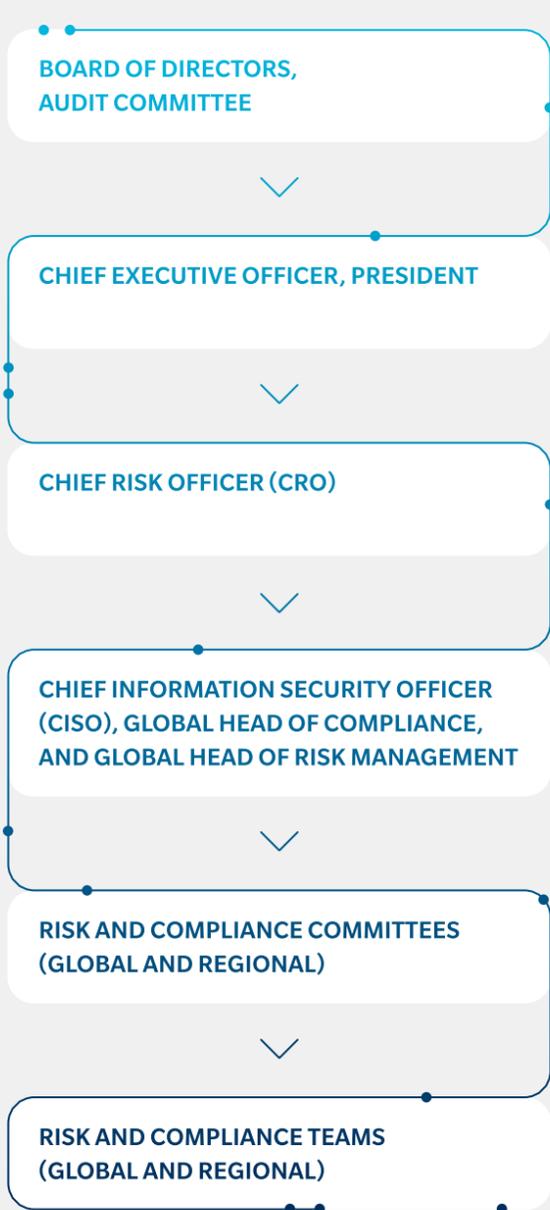
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Excellence in Risk Management and Compliance

Given the nature of our business, risk management, information security, technology infrastructure, and data management are among the highest material ESG topics associated with the successful operation of our business and our ability to continue to deliver reliable technology products and services that power financial markets forward.

To this end, we have comprehensive governance and management systems in place across our global operations designed to support successful operations of our systems regardless of external conditions and factors. We monitor these systems and seek to deploy best-practice implementation so that we can keep pace with expanding and evolving complexities where needed as our business continues to grow. Striving to employ a best-in-class governance and management system for Risk and Compliance, comprised of global and regional committees, helps Tradeweb to identify risks, put proper mitigation and preparedness planning in place, and regularly update to meet evolving needs, and help ensure that any necessary response is swift and identifies a resolution. In this report, we outline many of the systems and procedures as they were outlined in our 2021 report and have expanded disclosure where possible. Given the robust nature of our Risk and Compliance programs internally, much of this year's disclosure is consistent with disclosure language from previous reports; however, we feel it is necessary to highlight each of these critical pieces of our policies and governance infrastructure again this year.

Enterprise Risk and Compliance Governance Structure



To adhere to regulatory requirements and provide critical information to our clients, we undergo annual audits and maintain comprehensive compliance procedures. Annually, we facilitate SOC 1 and SOC 2 audits for all our relevant business lines. We are compliant with GDPR (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, over the course of the last three years, we implemented increased monitoring across our entire system architecture to meet the needs and challenges of a remote work environment, accelerated by the COVID-19 pandemic. As cyber risks have become increasingly pressing to all industries, including financial services and technology companies that rely heavily on the internet and mobile phone technology, we have prioritized investment in our information security infrastructure, including enhanced monitoring, testing, and added resources and personnel to ensure we have strong mitigation and prevention processes in place to help protect our employees and our clients from potential cyberattacks, security breaches, and data breaches. Tradeweb employs comprehensive systems and protocols aligned with industry best practices to position ourselves to protect our client data, employee data, system architecture, and intellectual property.

Regulated Entities Across Global Operations

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

Global Compliance Policies and Procedures

Tradeweb has strong internal compliance policies and procedures, overseen by the governance structure on this page, and implemented by our compliance teams across our global, regulated entities and across multiple jurisdictions. We have highlighted some of our internal policies and procedures below.

Governance and Managerial Responsibility for Compliance

Tradeweb has a structure in place to address managerial responsibility for compliance, which is both outlined in the governance structure above and addressed in the [Code of Business Conduct and Ethics](#). Risk and Compliance teams have instituted governance forums to discuss and prepare for risk events, manage key decisions, and continuously enhance 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 clients. 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 customer 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 Policy

All of Tradeweb’s regulated entities, as well as Tradeweb Markets Inc., 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, and industry guidance for the financial services sector. Additionally, employees are required to undergo 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

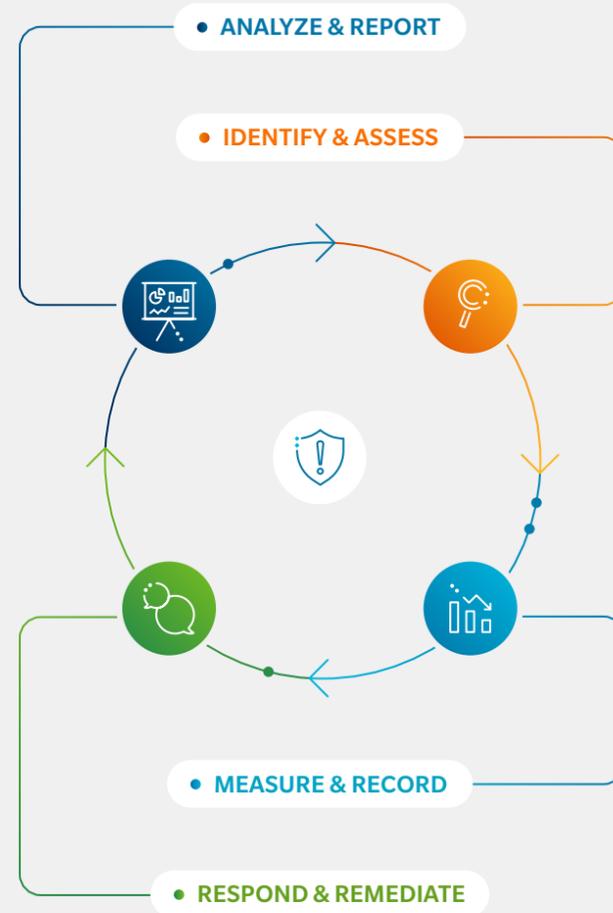
Tradeweb has procedures in place to detect and report suspicious activity to government authorities in accordance with applicable laws. Information on these procedures is included in the compliance procedures and the Anti-Money Laundering Compliance Program documentation, which is part of ongoing employee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

Risk Management Cycle



Tradeweb Markets Is Regulated in the Following Major Markets

NORTH AMERICA

U.S. — Tradeweb LLC, Tradeweb Direct LLC, Dealerweb Inc. Securities and Exchange Commission (SEC): registered broker-dealers and Tradeweb Direct and Dealerweb are operators of Alternative Trading Systems (ATS). 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, DW SEF Commodity Futures Trading Commission (CFTC): registered as operators of Swap Execution Facilities (SEF)

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

Mexico — TW SEF Recognized foreign trading venue

EUROPE

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

Tradeweb Execution Services Limited regulated by FCA as investment firm with permission to do matched principal trading

The Netherlands — Tradeweb EU B.V Permitted to operate, and regulated, as an MTF, APA and OTF. Authorized to offer services throughout European Union (EU) and European Economic Area pursuant to European Passport regime. Tradeweb Execution Services B.V. regulated by Autoriteit Financiële Markten (AFM) as investment firm with permission to do matched principal trading

Switzerland — DW SEF and TW SEF Exempt trading venues in Switzerland. Tradeweb Europe Limited and Tradeweb EU B.V. as recognized foreign trading venues

ASIA

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

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

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

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

Australia — Tradeweb Europe Limited Exempt from registration with the Australian Securities & Investments Commission (Australia). TW SEF is an exempt trading venue.



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Software Development and Release Management

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

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.

Data Privacy & Information Security (Cybersecurity)

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

Investment in data privacy and cybersecurity mitigation and management continues 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 and NIST standards and guidance when constructing 100% of our internal risk policies and procedures, which we believe aligns with industry best practice. As we seek to increase the transparency around these disclosures, we will monitor and keep under consideration the opportunity to obtain certification from these bodies (when appropriate and available) in the future.

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 risk management teams, responsible for overseeing compliance with our privacy policies, and a wide range of security measures that are constantly evaluating various privacy and security threats, identifying associated risks, prioritizing remediation efforts, and implementing necessary safeguards to help ensure continued protection of the information systems, networks, and data used in our business. We maintain a comprehensive publicly-disclosed Privacy Policy governing the personal data that Tradeweb collects for those accessing any of our products or services, visiting any Tradeweb website, contacting us, or requesting further information regarding a product or service. It also describes how personal data is used and processed by Tradeweb and for what purposes we process it. For information on our third-party data provider management terms and conditions please see the [Privacy Policy](#).

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

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



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Supply Chain and Vendor Risk Management

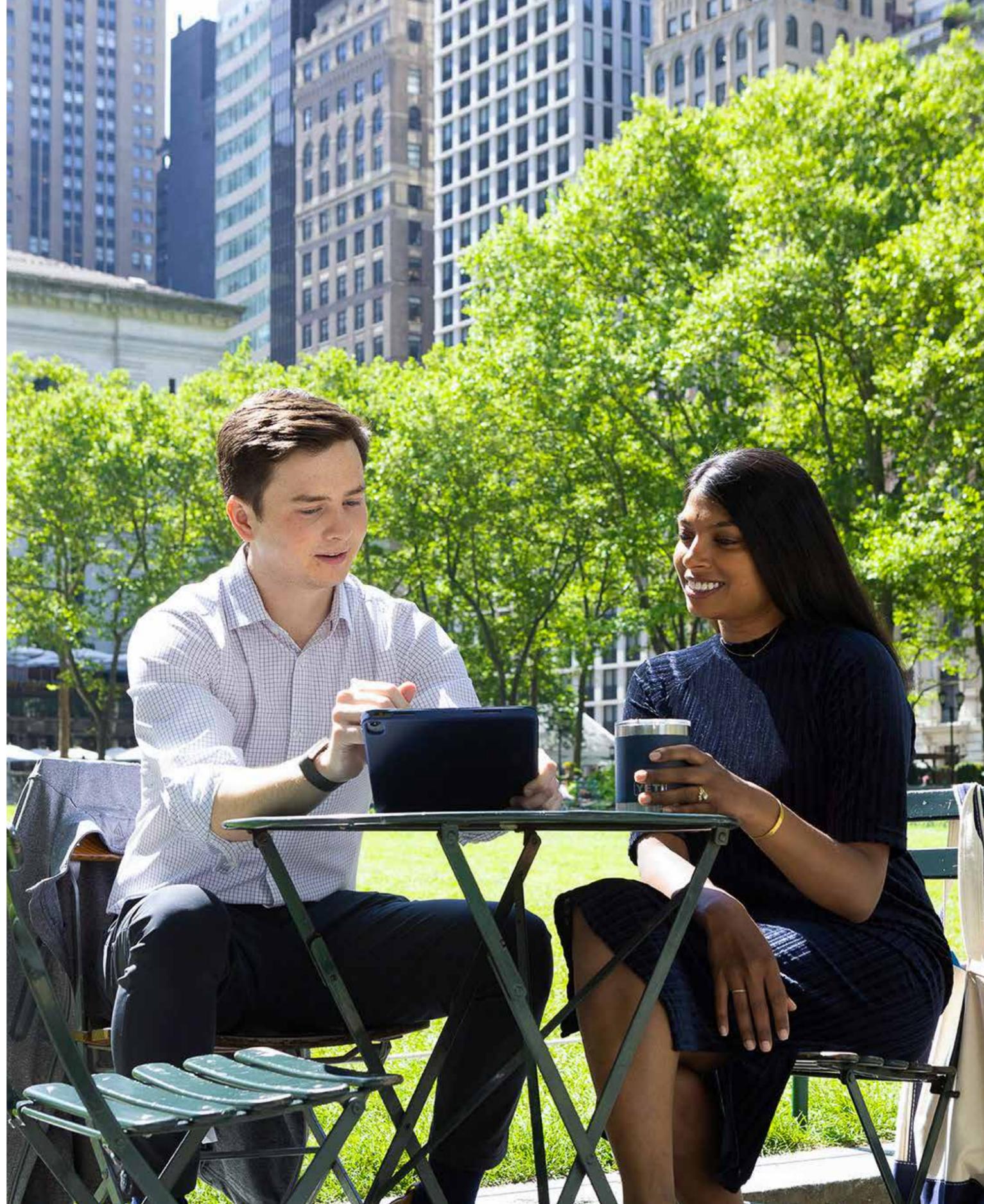
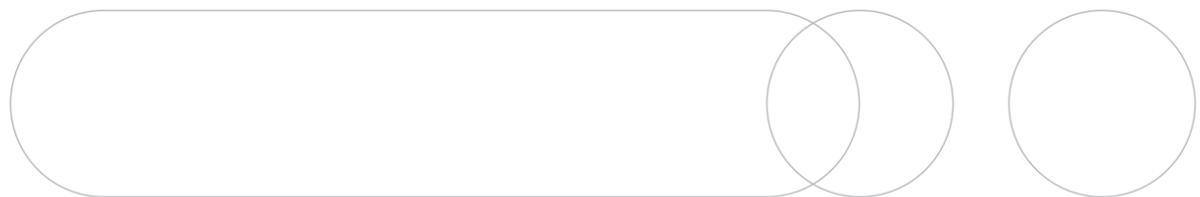
Supply Chain

In 2022, Tradeweb implemented an evolution of our supply chain engagement efforts by integrating our Social Responsibility Questionnaire (SRQ) into our new electronic vendor management system. This questionnaire is now mandatory for prospective vendors and existing vendors renewing contracts with Tradeweb. Our SRQ asks current 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.

As we recognize our place within our clients' supply chains, we have also committed to engage with additional external ESG scorecard and ratings agencies 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.

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, Cybersecurity, Regulatory Compliance, Infrastructure, and Technology. This strategy identifies and mitigates risks resulting from third-party vendors, with the 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.





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Empowering Our People

Tradeweb is a people-first company as much as it is a financial technology company. We believe that our team members, their expertise, innovative ideas, willingness to collaborate, and ability to bring diverse perspectives are what sets Tradeweb apart, enables us to deliver excellence to our markets year after year, and ultimately drives our business forward. Our people are our greatest strength and, through their work, Tradeweb recorded its 23rd consecutive year of record revenue.





Finding Strength in Our Differences

Diversity is realized when we all come together from different backgrounds, ethnicities, religious viewpoints, genders, identities, experiences, abilities, educations, cultures, and life experiences.

There is power in recognizing and celebrating our differences as unique competitive advantages. We have made a focused effort on growing the diversity of our employee base and creating a culture of learning, understanding, and celebrating the unique attributes each of us bring together to form One Tradeweb.

We approach DEI from a place of purposeful intention—we are genuine and hold ourselves accountable to being better each year. We prioritize listening to our employees and creating space for feedback. Across our global organization, we encourage employees to be their true selves at work, to feel safe, seen, and heard, and that their hard work is rewarded.

Tradeweb strives to create a workplace where all employees know they are valued and that they belong. This culture is created through providing open forums where we learn from one another, educate ourselves on experiences that are different from our own, and come together to form networks that connect us through personal and professional passions. Tradeweb continues to foster and grow a lively and inclusive workplace, advancing our progress on DEI while providing opportunities for career development and personal growth.

Our largest social priorities as a growing company are to increase the diversity of our workforce, with a focus on increasing representation of women and underrepresented minorities at all levels of the company, and to provide professional development and advancement programs that encourage our employees to grow with us. Our strategy to achieve these goals is rooted in:

1. Hiring
2. Pipeline and Partnership with Organizations that Support Equitable Access to Education and Opportunity
3. Inclusion and Retention



1. Hiring

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



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

Each year, we evaluate new opportunities to partner with organizations that provide educational, mentorship, and professional growth opportunities to underserved areas, increasing the potential workforce participation in technology and finance professions. Access to education is key. We support allowing students of all backgrounds and socioeconomic means to participate in quality higher education and have pathways to a fulfilling and profitable career path. We see these partnerships as an opportunity to bolster the pipeline for future Tradeweb hires. Please find more information on these partnerships on page 21.



3. Inclusion and Retention

We continue to expand the employee engagement opportunities and networks that foster a place of belonging, and an opportunity to educate one another on challenges and life experiences relevant to people from different life experiences, cultures, and backgrounds. We believe that education is the critical first step to acceptance and belonging, and continue to provide educational sessions and facilitate conversations among our global employee base that allow the sharing of experience and a safe place for informed dialogue.

Another aspect of our retention strategy is to listen to our employees to help ensure they feel connected to Tradeweb and are receiving what they need at work. We intend to survey employees annually to understand where we are excelling and where we can do better. Listening and subsequently taking action are important and we believe we can foster a deeper sense of belonging with our employees if we take the right steps to consistently and deliberately do better.

SDG 5 – GENDER EQUALITY

Achieve gender equality and empower all women and girls



In addition to investing in female talent and in the advancement of women within Tradeweb, we also strive to advance women in our broader community and society and, in 2022, partnered with several charities that advance that mission.

2022 HIGHLIGHTS

- 11% of our annual donations went towards charities that actively foster the personal and professional development of women, such as **Make A Play Foundation**, the **National Council of Jewish Women**, and **Women in Derivatives Inc.**
- For the second year in a row, 10 of our employees mentored with **The Girls' Network**, an organization that empowers girls from disadvantaged communities in the UK by connecting them with professional mentors and role models. Employees also raised funds in support of The Girls' Network through our annual internal Big Give raffle.
- Tradeweb supported clothing drives in support of **Bottomless Closet** in the U.S. and **Dress for Success** in the UK, two charities focused on empowering women in need to enter the workforce and achieve success.
- We partnered with **Every Mother Counts** to support their mission of improving maternal health around the world. To raise awareness of the charity and its impacts, we hosted a webinar for our employees where the charity discussed the impact of bias on maternal health globally and the work they are doing to address the issue.
- We experienced another successful year partnering with organizations advancing women in finance and technology, namely **Rewriting the Code** and **The Women's Bond Club** with which we have longstanding and impactful relationships.

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



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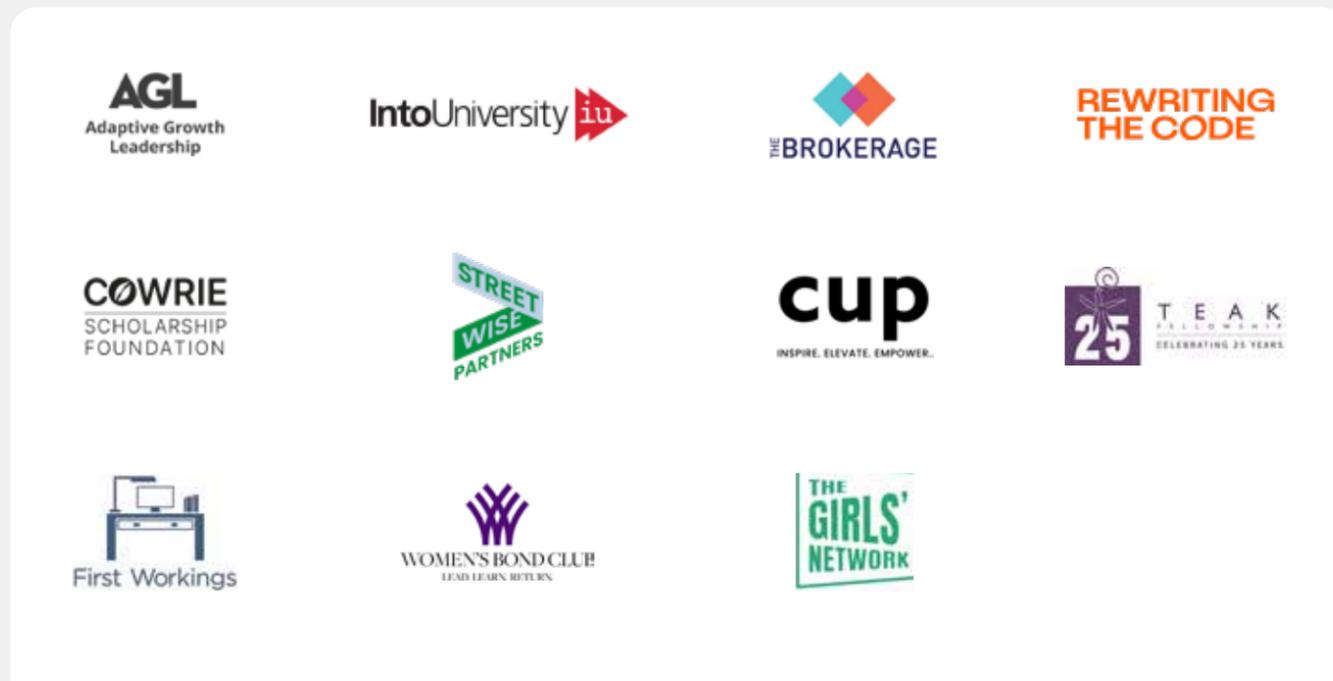
Diverse Representation

We don't take this lightly. We understand that by committing to a goal of increased diverse representation, we are committing to bolstering our hiring practices and ensuring there are pipelines of diverse talent ready to fill open positions at Tradeweb. 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 and comprehensive range of talent to be considered for our open positions. To source and promote diverse talent, we partner with several organizations in our hiring processes and continue to expand our existing partnerships. To date, we have partnered with 25 organizations globally to help provide young adults with equitable access to higher education and mentorship, as well as work closely with these organizations to create a pipeline for future Tradeweb hires.

Tradeweb's commitment to partnering with organizations that create opportunity for those in need goes beyond our corporate partnerships and support, and extends to our senior leaders giving of their time to sit on the boards of some of these organizations. Our CEO, Billy Hult, is currently on the board of Boys Hope Girls Hope, our CFO, Sara Furber, is on the board of Ronald McDonald House NY, our Global Head of Human Resources is on the board of Streetwise Partners, and our Head of IR, Treasury and FP&A is on the board of Habitat for Humanity NYC & Westchester.



DEI Partnerships for Equitable Access to Education and Opportunities



- SEO/LONDON
- JOPWELL
- SHIFT
- NATIONAL GAY AND LESBIAN CHAMBER OF COMMERCE (NGLCC)
- WORKFORCE OPPORTUNITY SERVICES (WOP)
- NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS (NABA)
- THE EMILY KRZYZEWSKI CENTER (EMILY K CENTER)
- CRISTO REY BROOKLYN HIGH SCHOOL
- BENDER CONSULTING VIRTUAL CAREER FAIR
- DIRECT EMPLOYERS
- YOUNG INVESTORS SOCIETY
- MAKE A PLAY
- BIG CITY BRIGHT FUTURE
- HIRING OUR HEROES
- AMERICAN CORPORATE PARTNERS (ACP)
- NATIONAL ASSOCIATION OF SECURITIES PROFESSIONALS (NASP)



Organizations that Tradeweb proudly began supporting in 2022

NATIONAL ASSOCIATION OF SECURITIES PROFESSIONALS (NASP)

An organization that helps Blacks, ethnic minorities, and women achieve inclusion in the financial services industry.

THE COUNCIL OF URBAN PROFESSIONALS (CUP)

CUP's mission is to inspire, elevate, and empower the next generation of diverse business and civic leaders and women.

ADAPTIVE GROWTH LEADERSHIP (AGL)

A leadership and professional development consulting firm committed to working with for-profit and non-profit organizations on tactical and technical approaches to growing revenue, empowering their workforce, and enhancing productivity through DEI.

10,000 BLACK INTERNS

An organization that provides opportunity to underrepresented Black talent for internships in 25 sectors, including financial services, law, architecture, accountancy, and more. The organization was founded in 2022 with an initial aim to place 100 Black students and graduates with work opportunities. After a successful pilot program, 10,000 Black Interns now works with over 600 companies.

Tradeweb has been working with 10,000 Black Interns to place 2 students in internships in 2022 in our London office.



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Growing Together—Professional Development and Enhancement Programs

An important element of employee retention and advancement is to provide individuals with the tools needed to grow and learn both personally and professionally. Empowering our people to learn and grow at Tradeweb is a large aspect of our offering and a way to invest in the future success of employees throughout the company. Each year we listen to the needs of our employees and expand the skills training, leadership courses, and educational programming available to them. Over the course of 2022, we expanded the programming and sessions offered to employees to enhance their knowledge base in finance, technology, leadership, and other areas to help their development and allow them to thrive in their current and future roles at Tradeweb.

We believe our employees value working for a company that supports personal and professional growth and offers opportunity to learn both inside and outside of general role requirements.



IN 2022 TRADEWEB OFFERED THE FOLLOWING EDUCATIONAL DEVELOPMENT PROGRAMS:

- Business Associate Program (34 sessions)
- Associate AVP Tech Program (11 sessions)
- Building Better Leaders (8 sessions)
- Tradeweb Achievers Program (19 sessions)
- Management Development Training (7 sessions)
- Financial Markets Training (5 sessions)
 - How Money Works
 - An Introduction to Capital Markets
 - An Introduction to Investment Banking
 - An Introduction to Institutional Asset Management
 - Trading and Settling Securities: An Overview

Tradeweb also assembled 14 career development events hosted by both internal teams and external training partners. Over the course of 2022, Tradeweb produced 8 Tech Talk sessions, 8 Tradeweb University Courses with topics such as Compliance and Risk Management, Cyber Security, Data Democratization, Data Science, Money Market overview, and others. We also hosted educational events in coordination with external training partners including individual events on Bond Math, Yield Curve, Lifecycle of a Trade, Presentation Skills, and information sessions on managing retirement savings that provided insights on savings strategies, Roth 401ks, market volatility, and retirement planning tools.

In addition to courses and programming, Tradeweb also offers employees educational studies reimbursement to pursue continuing education and coursework that advance their knowledge to deliver excellence in their role.



2022 Full-time Employee Educational Studies Reimbursement

\$83,943

GLOBAL TUITION SPEND*

* International spend converted from GBP to USD as of 12/30/2022

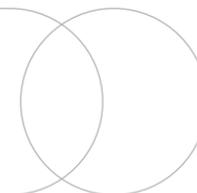
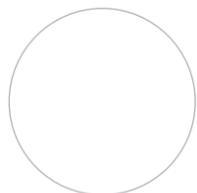
Intern Acceptance

69%

INTERN RETENTION RATE

of full-time intern hires still employed at Tradeweb as of year-end 2022

This data is based on 58 full-time hires that were previously interns from 2013 to 2022. 40 of those employees are still at Tradeweb as of 12/31/2022 and 18 additional interns have accepted offers in 2022 with start dates in 2023.





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Human Capital Metrics

In our 2021 Corporate Sustainability Report, we shared progress we made in 2021 toward increasing female and ethnic diversity representation at Tradeweb. We continue to make focused improvement in these areas, with management across the company held accountable for making progress in their organizational structure. In 2022, we increased our global gender representation from 30.0% to 30.8% and increased our U.S. ethnic representation from 7.5% to 8.1%. Additionally, we celebrated additional growth of female Managing Directors, increasing from 19.4% (20) in 2021 to 21.6% (24) in 2022.

One of our top priorities over the coming years is to continue to provide opportunities for women and ethnically diverse employees to take on leadership roles, increase female representation in management and executive management, and continue to hire and retain diverse talent at all levels.

While Tradeweb witnessed year-over-year improvements in our hiring efforts toward our diversity goals, our 2022 total global employee turnover was slightly elevated compared to 2021, at 15.8%. This turnover figure more closely

resembles trends in turnover consistent with pre-COVID-19 pandemic levels for the organization. To provide additional transparency around this metric, we have expanded the disclosure of turnover statistics to include this metric from 2018 onward, as it provides necessary context with a view toward a typical year, outside of the pandemic-affected rates of 2020 and 2021.

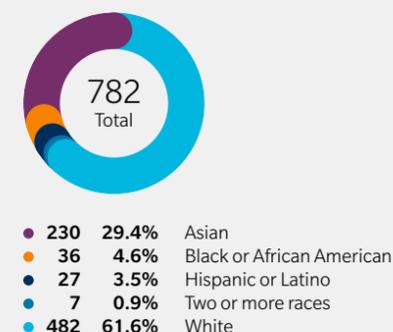
U.S. EMPLOYEES BY GENDER & ETHNICITY*

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

* Based on employee self-identification where available, otherwise in-line with EEO1 guidance.

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

2022 TOTAL U.S. EMPLOYEES BY ETHNICITY



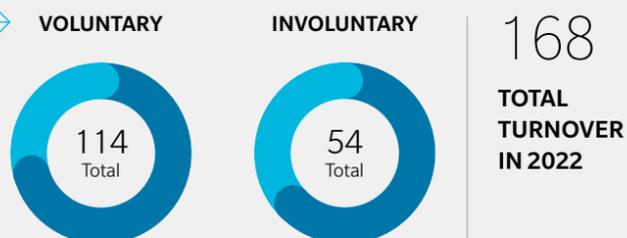
Turnover

GLOBAL TURNOVER BY YEAR

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

GLOBAL TURNOVER BY GENDER

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



Breakthrough Leaders— Acknowledging Excellence of Female Leaders in Our Industry

Tradeweb Breakthrough Leaders Awards program was launched to recognize women who are breaking down barriers in the financial industry and who are passionate about moving our markets forward. In 2022, we honored the second annual class of Breakthrough Leaders, highlighting the importance of mentorship. We recognize that as women gain a greater share of leadership roles, advocacy and mentorship will continue to play a crucial role for women throughout every stage of their careers.

Advocating for someone comes in all different flavors, not only from your manager and senior leadership but from your peers and those that work alongside of you every day.

As we look forward to a more female-led future, it's important to know that recognition and support can be very impactful for someone's career. We're inspired by our Breakthrough Leaders who have worked tirelessly to push our industry forward by the work they do and bridging the gender gap."



Amanda Meatto
Managing Director,
Co-Head, U.S. Fixed Income Rates Sales



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2022 Global Human Capital Metrics

GLOBAL WORKFORCE BY AGE

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



GLOBAL WORKFORCE BY GENDER

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



GLOBAL MANAGEMENT* BY GENDER

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



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

2022 Global Gender by Region

ASIA

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



EUROPE

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



U.S.

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



2022 Hiring Metrics

GLOBAL HIRES BY GENDER



- 78 36.6% Female
- 135 63.4% Male

U.S. HIRES BY ETHNICITY



- 57 38% Asian
- 11 7.3% Black or African American
- 6 4.0% Hispanic or Latino
- 2 1.3% Two or more races
- 74 49.3% White

6%

INTERNAL MOBILITY RATE

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





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Connecting with Our People

Connecting with our people in meaningful ways helps us to grow and foster the culture of belonging that is felt at Tradeweb.

Throughout the year, through our six employee-led networks, our employees come together with a common goal of driving meaningful change across multiple areas at Tradeweb, including our social missions of diversity and belonging, as well as philanthropic engagement, environmental impact, advancing women in the workplace, providing accommodation and comradery for working parents, and celebrating the women in our technology departments. We strive to deepen the connections with our employees and listen to their needs to identify new ways to engage with and strengthen the connection between our employees and our company.

Employee Networks

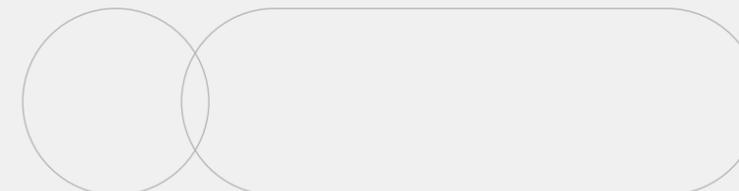
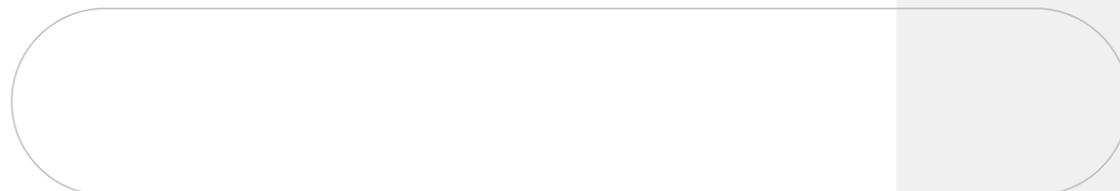
Our employee networks continue to be a point of pride and success for Tradeweb in bringing our people together at work, outside of their everyday roles.

In 2022, we added another employee-led network, Women in Technology, which aims to empower the women in technology roles through recruitment, networking, leadership, and career development. This group is focused on engaging with female candidates during the interview process for open technology positions at Tradeweb and providing professional development and mentorship opportunities for female technology talent across the organization. The launch of this new employee group included a networking lunch, a meet-and-greet with Tradeweb's Chief Technology Officer, a networking session with the Head of Technology for Tradeweb Direct, and educational trainings with an external training partner. This network aims to bring together the women in technology roles and create a space to share experience and grow talent.



~250

Employees Participate in Employee Networks





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Employee Health, Well-Being, and Benefits

Tradeweb values the dedication that our employees bring to our workplace, and places importance on our employees finding a work-life balance and having access to resources they need to be and feel their best. That’s why our insurance coverage goes beyond general health, covering mental health benefits as well. In 2022, we expanded our wellness education and programming to include individual well-being and overall health, as we know these are increasingly important, especially given the stress of the COVID-19 pandemic over the last few years. Over the course of 2022, we provided 13 sessions or events centered around wellness and mental health for employees. We have also continued our flexible work-from-home and in-office work policy, offering employees more balance, and we continue to offer the option for fully remote work for technology employees globally.

Tradeweb provides an evolving package of benefits and perks to employees, ensuring our employees have access to comprehensive care relating to their physical and mental health and their family planning needs. This includes adequate time out of office for personal, vacation, sick, 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, disability leave, financial wellness tools, travel assistance, pet insurance, and legal services.



WELLNESS EVENTS

- Webinar – Self Care Techniques
- Women’s Network Kickoff Breakfast/Afternoon Tea
- New Hire Olympics at Chelsea Piers
- Maven Family Building Seminar
- Webinar – Pantry Edit Tips
- Menopause in the Workplace
- Information Session – Demystifying Food Trends
- Information Session – From Burnout to Resilience

MENTAL HEALTH MONTH SESSIONS

- Talking Mental Health
- Stress Management
- Improving Connection and Belonging
- Sleep Health
- Movement, Posture & Stretching – London Office

TRADEWEB’S CORPORATE WELLNESS BENEFITS FOR EMPLOYEES

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

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

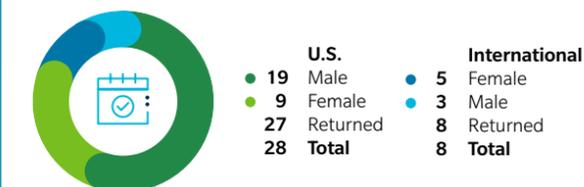


FAMILY LIFE BENEFITS

Parental Leave*

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

2022 EMPLOYEES USING PARENTAL LEAVE BENEFITS



36

TOTAL

35

TOTAL RETURNED

OTHER BENEFITS

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

* Employees in states or countries with statutory leave benefits can stay out for additional time and collect a state and/or government benefit to bond with a new dependent.



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Employee Training and Engagement

Engaging with our employees in a way that provides for a sense of belonging and meaningful connection is a key driver of the robust suite of offerings we provide employees every year.

The opportunity to learn and grow together is of the highest importance to Tradeweb and the reason we provide financial support for continuing education, as well as a host of educational and professional development courses throughout the year.

Employee Training

Tradeweb requires all global, full-time employees to take annual training on topics that range from compliance, data and information management, cyber security, "Know Your Customer," 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 full-time employees as well as contract and part-time employees. Contractors in the

U.S. sign a confidentiality agreement that states they are attesting to the [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 help to ensure that employees are equipped with the knowledge and tools 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 compliance teams monitor and ensure employees complete required trainings annually.

In addition to the recurring mandatory training modules for employees, Tradeweb also provides other opportunities for training and educational and professional advancement. Through this programming, participating employees were able to obtain additional training hours toward professional education and development.

Additional Training Opportunities Provided

TRADEWEB ACHIEVERS PROGRAM

39

Employees participated globally in 2022, 15 training hours per employee

BUSINESS ASSOCIATE PROGRAM TRADEWEB 101

21

Employees and approximately 11 training hours per employee

BUILDING BETTER LEADERS

40

Employees participated at approximately 12 hours of training per employee

ASSOCIATE AVP TECH PROGRAM

44

Employees participated with an average of 6 hours training per employee

FINANCIAL MARKETS TRAINING

15

Employees participated with an average of 10 hours training per employee

MANAGEMENT TRAININGS

30

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



Indicators

1,091

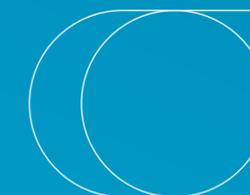
FULL-TIME EMPLOYEES RECEIVED MANDATORY ANNUAL TRAINING AS OF 12/31/2022

100%

OF FULL-TIME EMPLOYEES RECEIVE ANNUAL TRAINING

4

APPROXIMATE AVERAGE ANNUAL TRAINING HOURS PER FULL-TIME EMPLOYEE FOR MANDATORY TRAININGS





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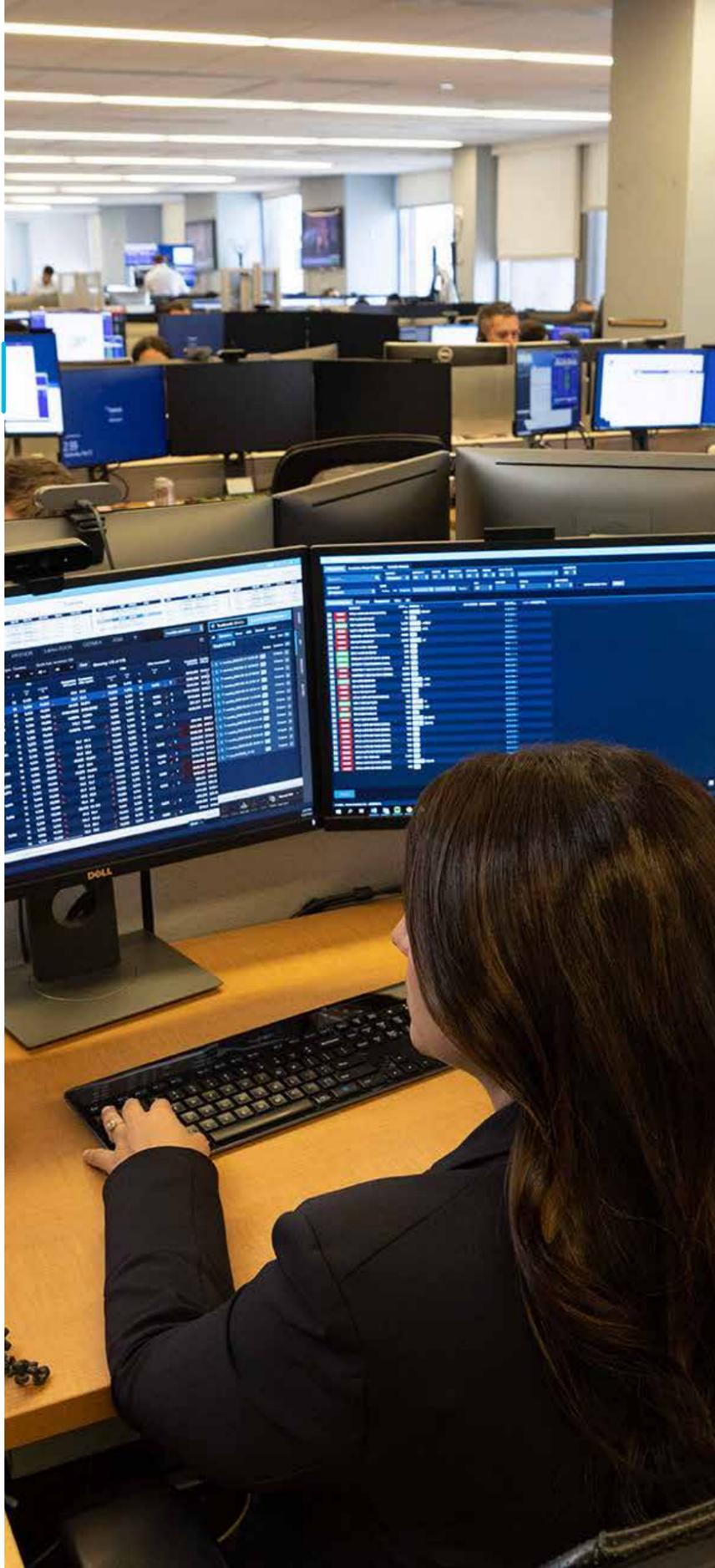
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EXAMPLES OF EMPLOYEE TRAININGS INCLUDE, BUT ARE NOT LIMITED TO:

- 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
- Business Ethics
- Workplace Anti-Harassment
- Diversity, Equity, and Inclusion
- Senior Manager and Certification Regime (SMCR) Senior Level Compliance Training
- Personal Account Dealing and Business Communications

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

SDG 4 – QUALITY EDUCATION

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



With the same passion and commitment we have for developing the skills of our colleagues, we strive to support young people from underprivileged backgrounds around the world in obtaining access to education and employment, and to be able to thrive in their career journey.

2022 HIGHLIGHTS

- Tradeweb directed 19% of its annual philanthropy donations to SDG 4 and 8, supporting charitable organizations such as **Boys Hope Girls Hope of New York, The Teak Fellowship, Cowrie Foundation, Streetwise Foundation, and Good Shepherd Services.**
- Our employees volunteered their time to support **Streetwise Partners** in several different ways, from attending mock interviews to assist Streetwise mentees with their interviewing skills to hosting info sessions and attending networking sessions to providing support and advice to Streetwise mentees in their career journeys.

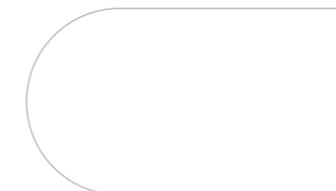
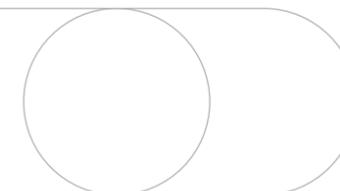
SDG 8 – DECENT WORK AND ECONOMIC GROWTH

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



- Employees participated in a panel discussion with **First Workings** students and companies within the Fintech industry.
- Several colleagues became mentors with **iMentor** and **Student Sponsor Partners**, two non-profit organizations that support students from low-income communities in their pursuit of a college education.
- We continued our partnership with the **Cowrie Scholarship Foundation** and started in 2022, a three-year corporate funding program to sponsor a student, and to advance the organization’s mission to promote and support educational opportunities for disadvantaged Black British students.

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





Employee Engagement

Over the course of the year, Tradeweb Executive Management held five Global Town Halls with an average audience of 830 employees for each session, representing engagement from 81% of the global employee base.

These town halls served multiple purposes for Tradeweb: an opportunity for our leaders to directly address employee questions regarding company performance, accomplishments, back-to-office planning, and focus areas for the future, but also to allow employees the opportunity to speak directly to the highest-level executives at the company and ask them questions. These questions, typically around five per session, have often led to further discussion around how our senior leadership is thinking about our shared future. This direct access is a core aspect of our culture, and we believe maintains our driven and innovative culture, where all employees have the opportunity to contribute ideas and be heard by management.

In June 2022, the Engagement Committee was relaunched in the London office, after a two-year hiatus due to the COVID-19 pandemic. The committee is responsible for determining our employee engagement agenda and making it happen—devising and implementing ways to improve our day-to-day environment and make Tradeweb an even better place to work. Since relaunching, the committee has organized monthly events in the office boardroom, providing the opportunity for employees across departments and teams to come together and enjoy time with one another.



2022 Events

57

AVERAGE COLLEAGUES PER ENGAGEMENT EVENT

68

TOTAL ENGAGEMENT SESSIONS

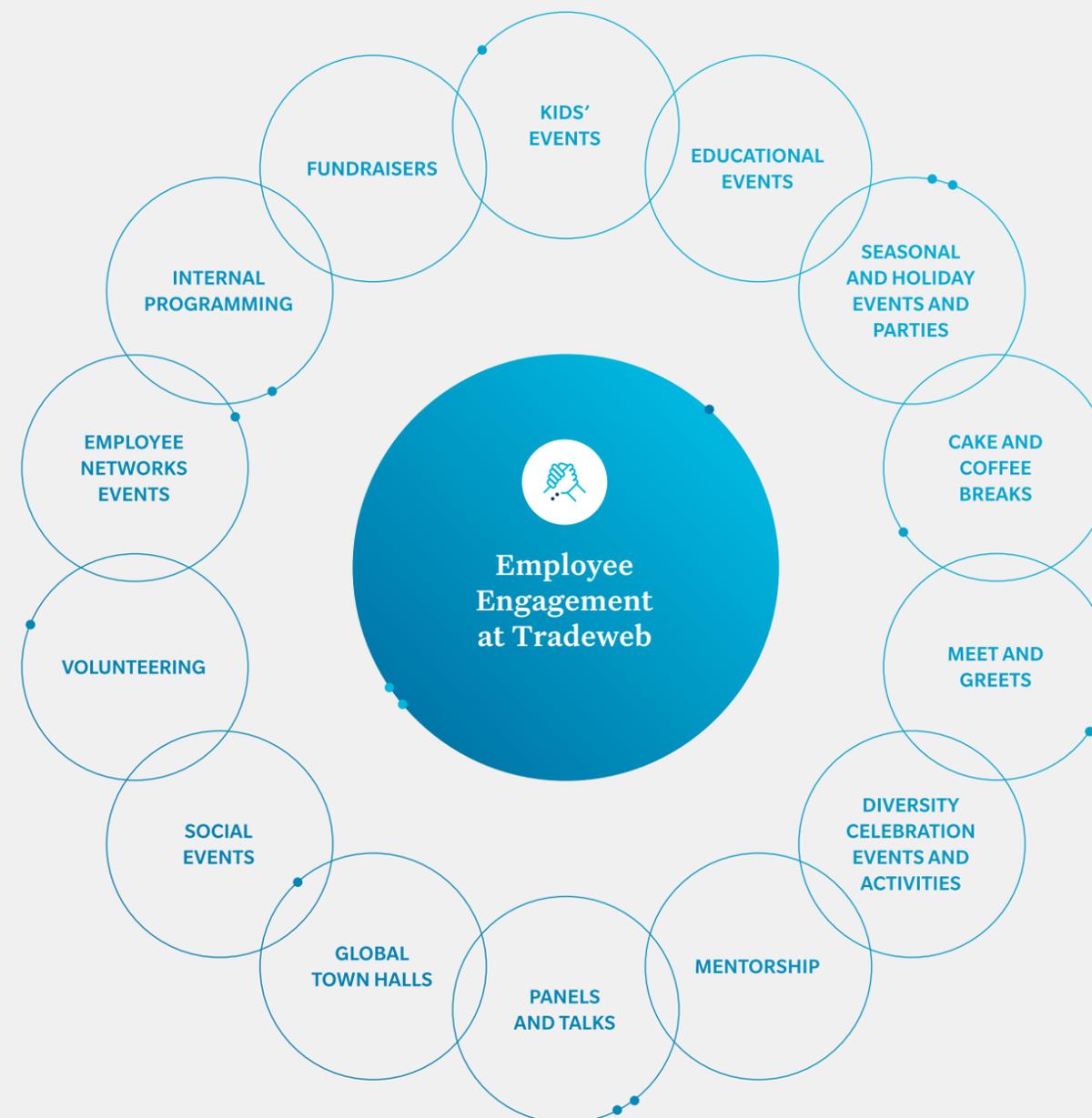
Over the year, we aim to bring a range of unique and diverse events to our employees. Within these events, topic areas are focused on DEI, wellness, engagement, and career development.

DEI EVENTS

- Black Health & Wellness with Dr. Lisa Fitzpatrick
- Nowruz Celebration
- One Tradeweb—Parenting Diverse Families
- Autism Awareness with WILO
- The Power and Importance of AAPI Voices
- Queer Competence with Dr. Shelley Eisenberg
- Rainbow Networking
- DEI Autism & Neurodiversity Lunch & Learn
- Black-owned Business Fair
- Opening Doors: The Black Female Corporate Journey
- DEI and Social Committee Boardroom Drinks
- One Tradeweb—Moving the Dial on Disability

We take a holistic approach to engaging with our employees to foster a culture of inclusion and belonging, and promote opportunities to connect with one another and give back to the communities in which we live and work. In 2022, we had record engagement from global employees through internal programming, volunteering,

participation in employee networks, professional development sessions, and more. We strive to continually expand the engagement opportunities provided to our global employee base by listening to employees to better program for their evolving needs.





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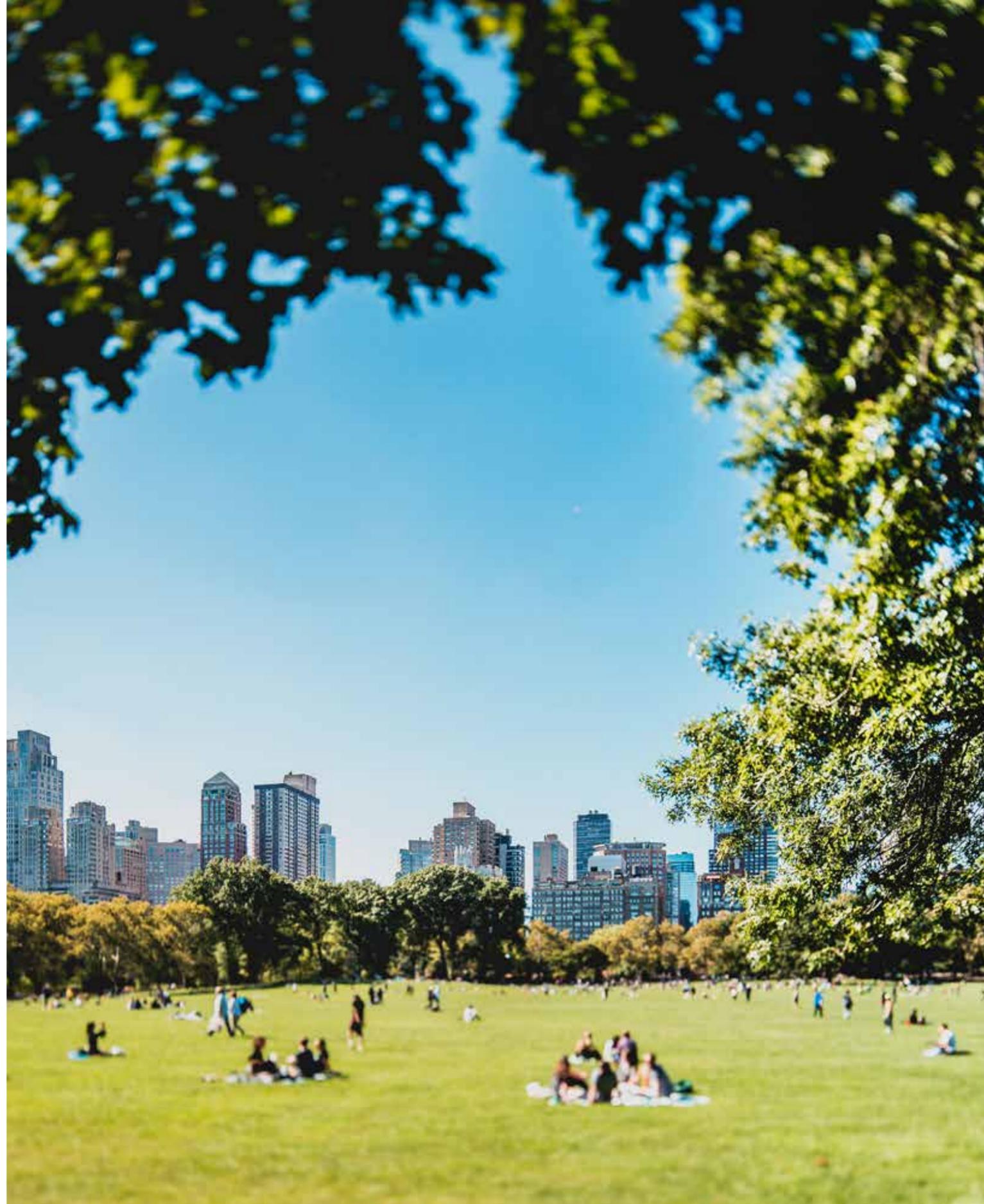
Respecting Human Rights

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 address ethical concerns in good faith.





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A Culture of Giving

At Tradeweb, we believe that success in business comes with the responsibility to support and uplift the communities we operate in and to give back to those in need. Our culture is built on giving, and our commitment to helping to create a more equitable, healthy, prosperous, and sustainable future remains a top priority. In support of this belief, we have partnered with nearly 60 charities globally and supported numerous others through our employee matching donation program.





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Our Global Community Impact

We continue to drive community impact based on the causes and charities closest to our employees, that support the communities in which we live and work, that aid in global relief efforts, and that provide opportunities for a more just and equitable future for all.

Four Pillars of Philanthropy

Tradeweb's charitable efforts are targeted toward our four pillars of philanthropy, as outlined in the debut of our philanthropy strategy in our 2021 Corporate Sustainability Report:

• Supporting environmental conservation efforts to restore our planet

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

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

• Ensuring equitable access to quality education and economic opportunity for all



Total 2022 Giving

58

TOTAL NUMBER OF CHARITIES

\$893,694

TOTAL DONATIONS

\$847,639

TOTAL CORPORATE DONATIONS

\$46,055

TOTAL EMPLOYEE MATCHING DONATIONS

530

TOTAL HOURS OF EMPLOYEE VOLUNTEERING



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Global Week of Service

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

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

Volunteering



Food and Clothing Drives

LONDON



NEW YORK CITY



GARDEN CITY



JERSEY CITY



Global Sustainability Challenge with BetterClimate

107

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





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SDG Alignment

In 2021, we began measuring the impact of our charitable giving and have tracked our global impact through our contributions to the 17 United Nations Sustainable Development Goals (UN SDGs). In 2022, our philanthropic donations, employee volunteering, and community engagement activities contributed the most to three UN SDGs:



PHILANTHROPIC DONATIONS – SDG ALIGNMENT



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

SDG 11 – SUSTAINABLE CITIES AND COMMUNITIES

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



We believe in the critical importance of protecting the environment and healing our planet. To achieve this goal, we recognize the importance of supporting conservation efforts in our own communities. In 2022, we partnered with charities that foster sustainability and enhance the health of our cities, including access to affordable housing options.

2022 HIGHLIGHTS

- Tradeweb employees participated in the Habitat Net Zero volunteering day with **Habitat for Humanity**. Colleagues helped rehabilitate single family homes that will be sold to low-to-moderate-income families. The homes have been redesigned to meet high performance and sustainability standard by reducing heating and cooling demand, and have been complemented with solar panels to keep energy use of the homes over a year close to Net Zero.
- For Earth Day, Tradeweb supported the **Surfrider Foundation** providing employees the opportunity to participate in a canal cleanup in Long Beach, New York.
- We donated to the **Ocean Conservancy** for World Ocean Day.
- Throughout the year, we supported the **Central Park Conservancy**, making sure to invest in the maintenance of green spaces in the communities we operate in.

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



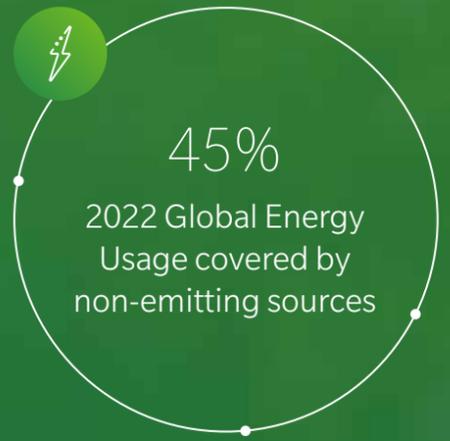
Over the years, our employees have shown ongoing dedication to promoting and supporting health charities, whether it's through donations, volunteer work, or raising awareness. We have therefore committed to providing employees with regular opportunities to make a meaningful impact on improving the lives of those affected by life-altering illnesses and promoting opportunities to fund research.

2022 HIGHLIGHTS

- 43% of our 2022 philanthropy spend went towards SDG 3, showcasing Tradeweb's dedicated support for charities such as the **New York Center for Children**, **Pegasus Therapeutic Riding**, **Hope & Heroes Children's Cancer Fund**, and the **Boomer Esiason Foundation**.
- Tradeweb proudly sponsored the **American Cancer Society's Making Strides Against Breast Cancer Walk in Central Park**, where employees came together and participated with clients, families, and friends to help raise money to save lives and fund the future of breast cancer research and programs.
- The UK Human Resources Team volunteered with **Age UK**, in a care home, to provide aid and support with recreational activities focused on improving the well-being of the home's elderly residents.
- We continued investing in our longstanding partnership with **CRIS Foundation**. We sponsored the CRIS Cancer Foundation Gala which helped the charity raise over \$1.7 million for cancer research on the night of the event.
- By partnering with **The Crohn's & Colitis Foundation of America**, Tradeweb now has a multi-year participation commitment to the "Touch of Football" tournament on the field at MetLife Stadium, home of the New York Football Giants and New York Jets, to help raise funds to find cures for Crohn's disease and ulcerative colitis.
- Tradeweb sponsored two colleagues to run the London Marathon while raising funds for one of Tradeweb's longest charity partnerships, **Dreams Come True**, an organization that supports children who are living in the highest areas of deprivation in the UK, and are living with a disability, a serious illness, or a life-limiting condition.

Environmental Stewardship

At Tradeweb, we understand that the negative effects of climate change pose catastrophic risks to our planet, our people, and our global economy. It is important for us to take accountability for the impact that we have on our planet and act in a manner that allows us to move our business forward, sustainably.





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Delivering on Our Environmental Management Strategy and Climate Action Plan

In 2021, we set forth an Environmental Management Strategy and Climate Action Plan built on three pillars: Data Collection, Risk and Opportunity Assessment, and Action Toward Our Goals. In 2022, we made significant progress moving this Action Plan forward and are proud to share that progress in this report.

Data Collection

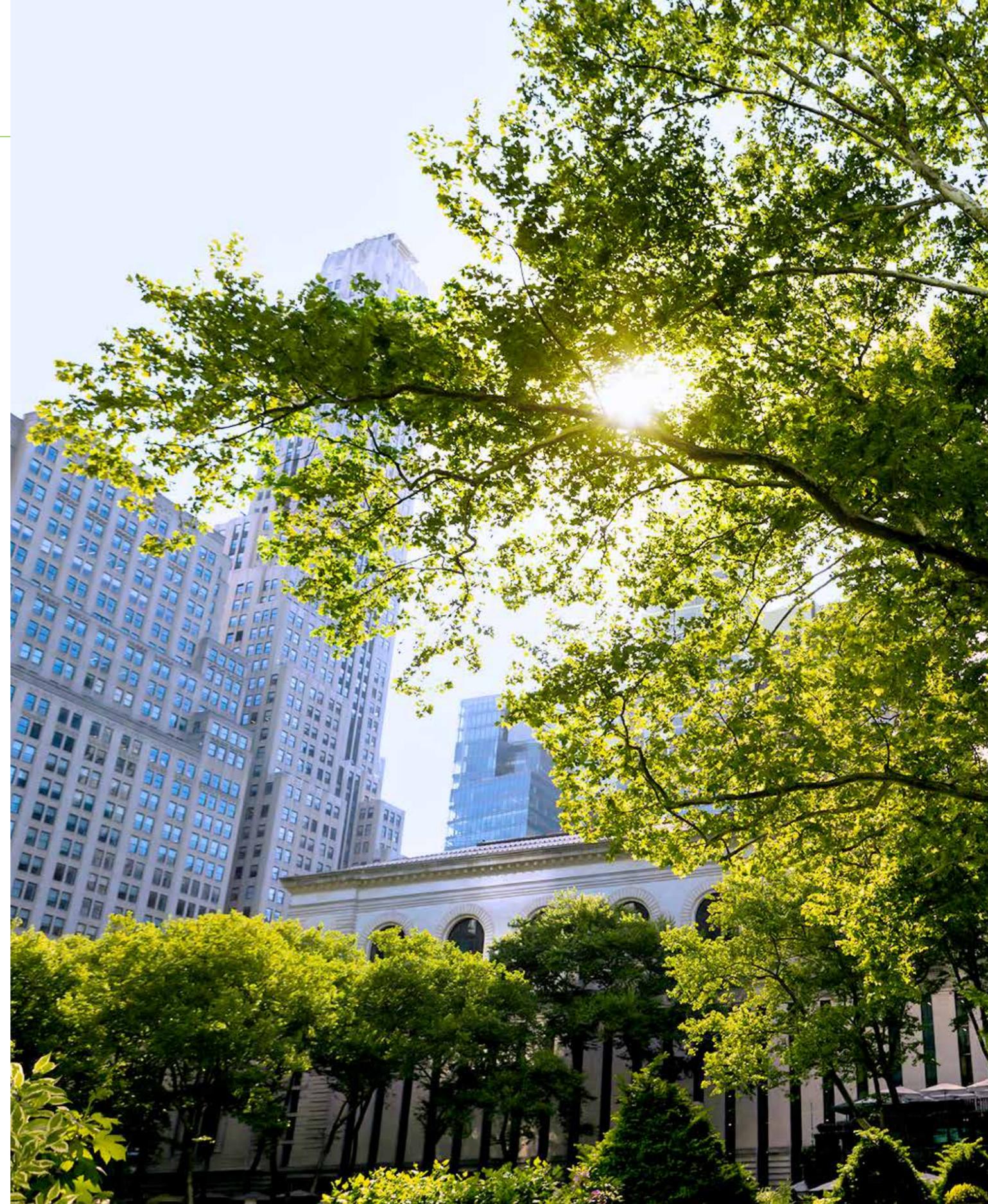
Over the last three years, Tradeweb has allocated dedicated resources to understanding the full breadth of our environmental impact and increasing the granularity of disclosure data. As we understand the existential threats that a changing climate pose to our collective future, the underlying accuracy and consistency of data collection becomes paramount in not only understanding our impact on the planet but also in putting a strategy in place to reduce that impact over time.

Climate Risk and Opportunity Assessment

Starting in 2022 and completed in 2023, Tradeweb integrated climate risk into our Enterprise Risk Management process and procedures globally, allowing for proper identification, monitoring, management, and mitigation processes for potential climate-related risks. Through our internally conducted scenario analysis, we identified relevant short-, medium-, and long-term climate-related risks and opportunities that may affect Tradeweb. We believe strongly that it is prudent for the company to continuously monitor and implement action plans for monitoring and managing these emerging risks and opportunities based on the global ramifications of physical climate change impacts (such as severe weather events), as well as existing and future climate-related regulation. To this end, we have published our inaugural [TCFD Report](#) outlining our approach and disclosure in line with the four pillars of the framework. Additionally, for the first time in 2023, we responded to the complete version of the [CDP Climate Change questionnaire](#), allowing for our climate data and strategy to be available to our stakeholders in a manner consistent with their expectations.

Action Toward Our Goals

While Tradeweb does not have a large impact on our planet from an emissions perspective as compared to high-emitting industries, we believe that it is our duty as a global company to do our part toward decarbonization and that it is an opportunity to lead by example. Given our position as a tenant for our physical space and data centers, we do not have the ability to make decisions regarding the energy sourcing of our office or data center locations; however, we continue to work with our partners to advocate for this transition. We continue to make strides in areas that we can control, reducing energy use where possible and implementing energy efficiency changes across our global leased office spaces. We also continue to research technology solutions to create efficiencies for the energy we consume to power our operations.





DATA COLLECTION GOALS

2021 GOAL

Complete GHG Protocol Accounting of Scopes 1, 2, and 3 emissions for Tradeweb’s global operations

2022 PROGRESS

Over the course of 2022, we either started or completed the following projects:

- Surveyed global employees on their home heating and cooling systems and habits, such as turning off the air conditioning when leaving the house, as well as their commuting frequency and transportation type when coming into the office. This refined data set has allowed us to generate more granular and Tradeweb-specific calculations for Scope 3 Emissions categories of Employee Commuting and Work from Home impact.
- Engaged a third party to aid in the calculation of our Scope 3 emissions. This process provided us with the most accurate information possible to measure the emissions from our purchased goods and services, utilizing the spend-based method. This process completed our full Scope 1, 2, and 3 data collection efforts, allowing us to provide a full picture of Tradeweb’s Global Carbon Footprint.
- Beginning in 2021 and refined in 2022, in collaboration with our Data Governance team, Tradeweb’s ESG team established a methodical process for collecting environmental data through a data management system. This process enables us to assign a dedicated business steward to each data point that is gathered and implement a quarterly collection system that is both structured and traceable. By centralizing all data in one location, we have improved our ability to effectively manage and analyze this information. As we continuously strive to enhance the data collection capabilities of both our internal teams and external stakeholders involved in the process, our objective is to refine and expand upon our current data collection methodologies, to help ensure that we are always able to obtain accurate and comprehensive data.

SCOPE 2 GOALS

2021 GOAL

Identify ways to reduce our energy consumption and emissions, wherever possible.

2022 PROGRESS

Over the course of 2022, we made the following changes to reduce our emissions:

In the U.S.

- We began the process to have a waste audit conducted in our New York City office, allowing us to allocate resources to proper disposal of all waste types and create efficiencies to help ensure proper recycling and disposing of office waste.
- Advocated to our Data Center partners to utilize renewable energy sources and held regular meetings for updates on progress.
- Observed 53% savings on lighting energy use in our Jersey City office by transitioning all lighting to LED lighting.

In the UK

- Ceased the purchase of aluminum canned sparkling water and added sparkling water taps throughout the London office. This will reduce our annual aluminum can consumption by 9,000 cans.

In Singapore

- We moved our office to a new location at Ocean Financial Center, which is the first high-rise office development in Southeast Asia to achieve the highest LEED Platinum certification. This move allows our operational footprint in Singapore to be more energy efficient. Additionally, when we occupied the space, we removed individual waste bins at each desk and implemented central recycling and waste bins to help ensure the proper disposal of waste in appropriate streams.

Globally

- Implemented Oceanic Global Blue Standard, a cross-industry sustainability verification program, achieving the Blue 2-Star Seal for both our New York City and London offices. We are working toward a goal of becoming plastic-free in our London office over the next few years.
- Partnered with BetterClimate to provide access for all global employees to track their individual carbon footprint and provide options for employees to take everyday actions to decrease their impact. Over the course of the pilot program in 2022:*
 - 107 employees took at least one action toward reducing their carbon footprint.
 - 8 homes switched to clean energy for the coverage period of the trial.
 - 360 pounds of CO₂e were avoided per employee via individual actions.



* Data provided by BetterClimate

RENEWABLE ENERGY GOALS

2021 GOAL

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

2022 PROGRESS

Over the course of 2022, we conducted an analysis of the Renewable Energy Certificate market and put a purchasing plan in place to cover the energy usage from Tradeweb operations that is not already covered by non-emitting sources. As of the publication date of this report, Tradeweb has purchased Renewable Energy Certificates in an amount that covers Tradeweb’s forecast for 2023 global Scope 2 emissions. The MWh totals were calculated using a combination of actual usage through the first half of the year and estimated usage for the second half of the year. We will assess our actual usage in the first quarter of 2024 and, if needed, purchase additional certificates if our actual usage exceeds the MWhs purchased. This represents a monumental step in our Climate Action strategy. We take this commitment seriously and will continue to monitor the market and global best practices to ensure we continue to fulfill expectations in line with best-in-class solutions.

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

* US Green-E RECs have been purchased and are in the process of being retired as of the publish of this report. Japan NFCs have been purchased and will be retired at the end of the calendar year.



GHG Protocol Reporting: Scope 1, 2, and 3 Disclosures

Measuring our full carbon footprint has been a top priority for Tradeweb over the last three years and we are proud to share a full accounting of our global emissions.

Increasing the granularity of data and refining that data over time is a commitment we have been delivering on since we published our first Corporate Sustainability Report covering the 2020 reporting year. As of this year, we have not only completed our full GHG Protocol accounting, but we have also implemented initiatives within our calculation methodology to replace some assumptive data with Tradeweb-specific data wherever possible. This represents a milestone in our ESG journey.

Following the completion of our GHG Protocol accounting, we have selected a third-party assurance provider who will be contracted to provide limited assurance on our data governance and collection methodology, as well as our calculations to provide verification that our work is in line with industry best-practice standards. Tradeweb intends to publish the assurance letter once the assurance process is complete, following the publication of this report. The GHG Protocol reporting was produced using an operational control organizational boundary, as defined by the GHG Protocol. As we believe transparency is paramount in disclosure, all the standards, methodologies, assumptions, and references for our data are disclosed throughout this section.

Scope 1

Tradeweb does not own any physical office or data center locations, nor do we produce, manufacture, or ship any physical goods. Given this operational structure and our unique business, the only direct emissions associated with Tradeweb's business are from the heating and cooling materials used by the buildings and data centers where the company leases space. This reporting year, we were able, for the first time, to collect data on the only applicable Scope 1 categories, which are fugitive emissions from cooling, and stationary combustion (gas heating and back-up generators) that are used in some of our leased spaces. The only locations not included in these calculations are EU and some Asia offices (given our small occupancy, this data is non-material),

and those office or data center locations that do not use refrigerants to cool or gas for heating. In instances where Tradeweb was not able to obtain heating and cooling data from a third-party partner, a conservative approach was taken assuming that gas and refrigerants are 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. Total Scope 1 emissions for 2022 is 125 MT CO₂e, accounting for less than 1% of Tradeweb's total emissions footprint.

Scope 2

Tradeweb's Scope 2 indirect usage data is provided directly by our global leased office spaces and data centers representing our full-year 2022 energy and electricity usage, consistent with the operational control organizational boundary and a market-based method. The conversion factors used to calculate net emissions were taken from the 2022 edition of the DEFRA's GHG Conversion Factors for the UK. For offices and data centers located in North America, we used the 2022 edition of the U.S. EPA GHG Emission Factors Hub, or supplier specific emission factors when available. Similarly, for our leased co-working space and leased data centers located in Asia, we have used regional and data center-specific emission conversion factors. Energy consumption and emissions related to Tradeweb per-desk occupancy in European co-working spaces have been obtained directly from the office space providers. The energy usage in our London data center decreased from 2021 to 2022 due to upgrades to more efficient equipment, and more accurate usage calculation support provided directly by our data center partner. Because of this, the amount of renewable energy coverage overall for Scope 2 decreased, given a lower consumption of renewable energy from this data center. Our Scope 2 emissions account for 14% of Tradeweb's 2022 Carbon Footprint.

2022 SCOPE 2 EMISSIONS FROM ENERGY USAGE—CONSUMPTION BY LOCATION AND ENERGY TYPE

CATEGORY	LOCATION	TOTAL CONSUMPTION (MWh)		RENEWABLE ENERGY (MWh)		NONRENEWABLE ENERGY (MWh)		% RENEWABLE		EMISSIONS (MT CO ₂ e)	
		2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
LEASED OFFICE SPACE	EUROPE ¹	63	95	63	82	0	13	100%	86% ⁶	0	3
	ASIA ²	21	21	0	0	21	21	0%	0%	11	10
	U.S.	2,525	2,420	0	0	2,525	2,420	0%	0%	776 ⁷	752
	TOTAL	2,609	2,536	63	82	2,546	2,452	2%	3%	787	764
DATA CENTERS	EUROPE	3,688	2,846	3,688	2,846	0	0	100%	100%	0	0
	ASIA ³	501	516	0	0	501	516	0%	0%	252	261
	U.S. ⁴	6,505	7,136	428	656	6,077 ⁵	6,480 ⁵	7%	9%	1,378 ⁷	1,589
	TOTAL	10,694	10,498	4,116	3,502	6,578	6,996	38%	33%	1,630	1,850
TOTAL SCOPE 2	EUROPE	3,751	2,941	3,751	2,928	0	5,869	100%	99.6%	0	3
	ASIA	522	538	0	0	522	538	0%	0%	263	270
	U.S.	9,030	9,555	428	656	8,602	8,899	5%	7%	2,154	2,341
	TOTAL	13,303	13,034	4,179	3,584	9,124	9,450	31%	27%	2,417	2,614

1 2021 numbers have been adjusted from last year's report to exclude kWh from natural gas heating.

2 Asia electricity data does not include HVAC consumption. We were not able to report this data because it is not currently being tracked by our office space provider, and we were unable to provide an estimate due to insufficient historical and benchmark data.

3 Emissions for one of the data center partners in Asia were calculated through a monitoring tool that provides SNMP data for our registered PDU.

4 Tradeweb-specific energy consumption data was provided for all the data centers located in the U.S., either in kW or kWh. However, in the case of one U.S. data center, where branch circuit monitoring was not in place for one of the Tradeweb-occupied locations, to estimate the overall consumption we conducted a manual audit once a month for eight months to obtain a varied sample of peak power in kW. For the four months missing, we averaged the peak consumption of the eight months where the audit was conducted.

5 2,264 MWh (35%) of the 6,480 MWh in 2022 and 2,199.7 (36.2%) of the 6,077 MWh for 2021 are 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 Historically, our London office building's energy consumption has been fully covered by Renewable Energy Guarantees of Origins (REGOs), resulting in zero CO₂e emissions. However, due to a lapse in contract, the UK office's REGO contract for 2022 does not cover two months of our energy consumption, resulting in a decrease in overall percentage from last year. We anticipate that this figure will return to 100% in 2023.

7 Number adjusted from 2021 CSR, as we used a more precise regional location factor.



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Appendix

TOTAL GLOBAL SCOPE 2 ENERGY CONSUMPTION (MWh)

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



SCOPE 2 RENEWABLE ENERGY MIX

Data regarding the renewable energy coverage for Scope 2 emissions was provided to us directly from our leased data center and leased office space partners, and consists of a mix of Renewable Energy Certificates (RECs) in the North American region, direct renewable, and/or non-emitting energy sourcing in some U.S. data centers, Renewable Energy Guarantees of Origin (REGOs) in the UK, and Guarantees of Origin (GoOs) in the Netherlands. Our Paris office sources its energy directly from a 100% green energy supplier.

SCOPE 2 RENEWABLE ENERGY MIX (MWh)

	2021		2022	
● BIOENERGY	64%	1,777	50%	
● WIND	32%	1,467	41%	
● SOLAR	1%	192	5%	
● HYDRO	2%	107	3%	
● OTHER	1%	40	1%	



2022 TOTAL U.S. OFFICE SCOPE 2 EMISSIONS

Office energy consumption in kWh has been provided by the buildings directly. CO₂e emissions for the electricity used in Tradeweb U.S. offices have been calculated by using the U.S. EPA eGrid Subregion, to derive Total Output Emission Factors for CO₂, CH₄ and N₂O. Tradeweb UK and EU office locations are typically covered 100% by renewable energy and therefore do not produce emissions. The only deviation from this is two months of 2022 in the UK office where the renewable contract lapsed due to a vendor change. Asia leased office spaces are not currently covered by renewable and/or non-emitting energy.



● Total CO₂e Emissions (MT CO₂e) ● Total MWh Usage





Scope 3

To deliver on our promise to incrementally increase the data we collect and report, we have completed our Scope 3 emissions calculations, now including emissions from Scope 3, Category 1 – Purchased Goods and Services, Category 2 – Capital Goods, Category 3 – Fuel- and Energy-Related Activities, Category 4 – Upstream transportation and distribution, Category 15 – Investments, and the addition of “Water Disposal” included in the Category 5 – Waste Generated from Business Operations. As in our Scope 2 calculations, conversion factors provided by the U.S. EPA and UK DEFRA were used to calculate emissions, unless otherwise stated. Supply chain emissions were derived through a consultation agreement with an external party. As highlighted in our previous report, we maintain engagement with suppliers through our formal Social Responsibility Questionnaire, administered to all potential vendor partners and current suppliers upon contract renewal. This ongoing practice enables Tradeweb to gather crucial information regarding the sustainable business, diversity, and human rights practices of our supply chain partners.

2022 RELEVANT SCOPE 3 CATEGORIES EMISSIONS¹

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

¹ The following Scope 3 Categories are not applicable to Tradeweb:

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

Scope 3 Calculation Methodology

Purchased Goods and Services

Emissions were calculated with a tool developed by a contracted consultant based on the [US EPA EEIO database v2.0.1-411](#). Spend data (USD) provided by Tradeweb was adjusted to the equivalent 2018 value, as the emission factors being used were developed per USD in 2018. Tradeweb data was reviewed and for each company purchase category provided, a “Broad sector of purchase,” “Sub-sector,” and “USEEIO Category” were selected to obtain an emission factor per USD.

Capital Goods

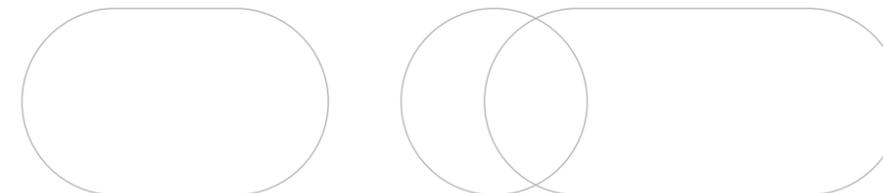
Emissions were calculated with a tool developed by Tradeweb’s contracted consultant, based on the [US EPA EEIO database v2.0.1-411](#). Spend data (USD) provided was adjusted to the equivalent 2018 value, as the emission factors being used were developed per USD in 2018. For each line item, a “Broad sector of purchase,” “Sub-sector,” and “USEEIO Category” were selected to obtain an emission factor per USD.

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. For the two months where renewable energy purchases lapsed in coverage in Tradeweb’s UK office, 2022 DEFRA factors for T&D losses and for WTT (generation, and T&D) were used. For the other locations, T&D suppliers’ specific factors were used, when available. Where no supplier specific factor was available, Tradeweb used the factor from the last year (2017) DEFRA reported T&D/WTT emission factors by country.

Upstream Transportation and Distribution

Similarly to calculations for Purchased Goods and Services, emissions were calculated with a tool developed by a contracted consultant based on the [US EPA EEIO database v2.0.1-411](#). Spend data (USD) provided by Tradeweb was adjusted to the equivalent 2018 value, as the emission factors being used were developed per USD in 2018. Tradeweb data was reviewed and for each company purchase category provided, a “Broad sector of purchase,” “Sub-sector,” and “USEEIO Category” were selected to obtain an emission factor per USD. This category is comprised of spend attributed to freight, postage or shipping.



Scope 3 Calculation Methodology (continued)

Waste Generated from Business Operations

Given Tradeweb does not own our global office facilities, we have historically relied on our leased space to provide us with data to complete this reporting. In an effort to derive more accurate and Tradeweb-specific waste data, we consulted our buildings and their environmental sustainability partners over the course of 2022 to determine the most accurate way to account for Tradeweb waste in a given day. This led to the completion of a waste audit in early 2023, conducted in our New York City office on a Tuesday, to account for waste on a day that the office is most densely populated.

For our U.S. offices, 2022 waste data is derived based on the results of this audit, allowing for the calculation of the average waste (in pounds) per Tradeweb employee, per day. This figure was then multiplied by the number of visits to our New York City, Garden City, and Jersey City offices derived from our office building and human resources data, to produce what we believe to be the most accurate representation of Tradeweb waste consumption and associated emissions. Utilizing this new data set, we also adjusted our historical U.S. waste figures.

Given the disparity of the waste infrastructure in different countries, this new method was only applied to Tradeweb's

U.S. office space. Waste data for our London office has been estimated according to the square footage occupancy, as a percentage of the overall building's square footage total. Throughout the year, we have also collaborated closely with our London building team to gain a deeper understanding of our waste management processes, and adjusted historical figures according to utilized waste streams and associated emissions factors. Additionally, we have included for the first time in this report, 2022 and 2021 figures for confidential paper recycled through an external third-party vendor. This is now included in our waste data calculations.

Proudly, none of our waste from the London or New York City offices, the two locations where we receive waste data, is sent to landfills. However, for our other locations where no information on the building waste management for nonrecycled waste was available, we made a conservative assumption that the waste was landfilled, and emissions were calculated accordingly using the landfilled Mixed MSW EPA conversion factor. We are looking to continually expand and refine the waste data we are able to obtain in order to capture the global impact of our operations and, given that data was not available, our Asia offices and one EU location were not captured in the analysis below.

For the first time in this report, we have also included emissions associated with recycled e-waste in our waste calculations. By partnering with e-waste vendors that are best-in-class in their environmental and sustainability considerations, we ensure that all of our e-waste gets recycled or reused—diverting all e-waste from landfills.

Along with working with our leased offices to improve waste streams and processes, we recognize the importance of education and awareness-raising initiatives when it comes to recycling and waste management, as behavioral change is a key aspect to achieve optimal landfill diversion rates. As a result, we remain dedicated to engaging our employees on these topics. Throughout 2022, we have done so via Sustainability Action Network events, which serve as a platform for employees to learn, share, and collaborate on sustainable practices. Additionally, we have installed informative signage throughout our offices, providing clear and concise guidance on best practices for waste management. Moving forward, we are committed to providing our employees with the necessary tools and additional resources to enhance their recycling and waste disposal practices.

WASTEWATER

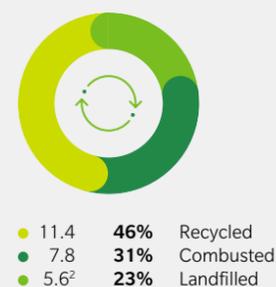
While accounting for water usage in our global leased office space has been historically difficult, we ventured to provide reporting on this metric and for the first time, this year, we are able to report emissions from water disposal. To accomplish this, we used the data provided by our London leased office space, representing overall building water disposal. We then calculated the company's share of this usage based on our office's square footage within the building. Utilizing 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, DEFRA emissions factors were applied. In our European and Asian leased co-working spaces, water data and respective emissions were supplied directly by our office space providers.

It is important to note that, given the nature of our business, our water consumption is expected to be relatively low across all our operations and limited to use in our kitchen and restroom facilities.

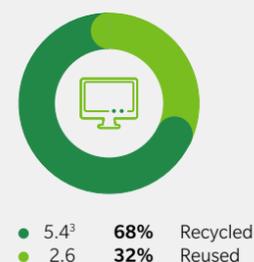
CO₂e EMISSIONS FROM WASTE GENERATED IN OPERATIONS



2022 WASTE BY DISPOSAL STREAM



2022 GLOBAL E-WASTE DISPOSAL (tonnes)



2022 MT CO₂e EMISSIONS FROM WATER DISPOSAL

	U.S.	UK	EUROPE	ASIA	TOTAL
Metric Cubes	16,686	3201	24	16	19,927
MT CO₂e	3.51	0.67	0.03 ⁴	0.002	4.21

- As we refined our data through a waste audit, our office recycling rate turned out to be lower than the overall building's. This resulted in higher emissions even though there is less waste produced.
- The overall figure is based on the assumption that, for offices where no waste management information is available, waste is landfilled.
- The recycling rate of one of our e-waste vendors is based on the vendor's estimate.
- Europe data captures only CO₂ rather than CO₂e.



Scope 3 Calculation Methodology (continued)

Business travel

Business travel emissions in this report include air travel, rail travel, business car travel, and hotel stays. These figures have been calculated using the GHG Protocol Scope 3 distance-based method. Air, rail, and car travel emissions have been calculated directly by our third-party booking partner and are based on the guidelines produced by DEFRA's GHG Conversion Factors. For air travel, the method takes into consideration the total distance of a flight segment, the seat class of flight, and radiative forcing (RF).

Over the course of 2022, we were able to refine the calculation methodology for business travel based on publicly available resources and data provided for hotel stays and for air and rail travel by our expense reporting and travel booking partners. Therefore, any trips booked outside the system are not captured in our figures. To obtain proper emissions factors for hotel stays, we used the "Cornell University Hotel Sustainability Benchmarking Index 2021: Carbon, Energy, and Water" and used Measure 1 – Carbon footprint of 1 room-night stay, per the HCMI methodology. HCMI (Hotel Carbon Measurement Initiative) is the industry-accepted method for measuring and comparing Scope 1 and Scope 2 GHG emissions of hotels. It includes emissions related to fuels burned on site

(e.g., in gas boilers and company vehicles) and electricity used on site. It also accounts for emissions related to any outsourced laundry and refrigerants.

To further improve the accuracy of our data, we have also created a database of all hotels used during our business trips in 2022, including, when available, their respective star rating (an internationally recognized indicator of the quality, level of service, and amenities offered by a hotel). This enabled us to select from the index the most appropriate emissions factor that best reflects each of the hotels that Tradeweb employees have occupied, and the emissions associated with each stay.

While employee travel remained low in 2020 and 2021 due to impacts of the COVID-19 pandemic, work-related travel picked up in 2022, returning to pre-pandemic levels, causing an increase in travel emissions in 2022. Calculations for air, rail, and car travel emissions were provided by our expense booking partner.

Employee Commuting

Significant efforts were made in 2022 to enhance the precision of our Scope 3 commuting emissions by replacing the previously used GHG Protocol average-data method with the GHG Protocol distance-based

approach. This involved analyzing 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 2022.

To gain an enhanced view of our employee commuting footprint, Tradeweb conducted a survey distributed to all global employees to capture actual employee commuting habits. This provided key metrics such as the average distance traveled by employees to get to work, as well as the type of transport most commonly used. By leveraging this data as a proxy for the entire Tradeweb workforce, company-specific inputs were applied to our calculation methodology for employee commuting, rather than relying on global estimates. The Tradeweb-specific percentages used for these calculations therefore reflect the responses of the Tradeweb survey takers.

Commutes to the leased offices in Asia and the European Union were factored into the North America and UK calculations, respectively.

REMOTE WORKING

Although remote working is an optional disclosure in the GHG Protocol Employee Commuting category, given the increased relevance remote working has gained over the

last few years, we believe it's important to incorporate this data into our Scope 3 calculations. To this end, we integrated Tradeweb-specific data wherever possible into the assumptions and formulas provided in the EcoAct's [Homeworking Emissions Whitepaper](#). Similar to 2021, by utilizing our human resources and office building systems, we have obtained the total number of days worked remotely by employees and factored in public and personal holidays of full-time employees in the three different regions of Tradeweb operations. For 2022 calculations, we also integrated the results of a globally distributed heating and cooling survey enabling us to replace the report's global assumptions with company-specific data and gain a better understanding of the impact of remote work on our operations.

Of the survey respondents, 10% use renewable energy to power their homes.

Investments

Tradeweb calculated 2022 emissions from equity investments by utilizing the average-data method. Tradeweb's proportionate share of the investee's revenue was multiplied by the emissions factor for the applicable industry/sector of the investee company, from the Greenhouse Gas Protocol's Quantis calculator.

SCOPE 3 – MT CO₂e EMISSIONS FROM BUSINESS TRAVEL



1 Began calculating in 2022

2 Began calculating in 2021



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Appendix

Tradeweb Total Carbon Footprint and Additional Environmental Metrics

Tradeweb’s top environmental priorities are to reduce our footprint in areas that are within our control and aspire to chart a course toward a science-based path to Net Zero emissions over time. As such, we are focused on implementing energy efficiency strategies, where possible, throughout our global operations. Our emissions reduction actions can also be seen through our recently implemented approach to international offices, as we continue to transition members of our various sales teams from the main London office to regional coverage locations. This transition directly reduces the emissions from travel that was previously needed to visit European clients from an office location based in London. Following our initial expansion of employee presence in Europe in 2021, we continued to grow our team in 2022 by relocating two employees from our London office to other regions within Europe (Italy and France), as well as hiring four new employees based in Europe. Tradeweb has intention to continue this initiative where appropriate going forward. Additional actions toward our goals include practices and implementations outlined within this report.

EMISSIONS INTENSITY

	SCOPE	2022 EMISSIONS (MT CO ₂ e)	2022 EMISSIONS PER EMPLOYEE (MT CO ₂ e) ¹	2022 PER \$ MILLION NET REVENUE (MT CO ₂ e) ²	2021 EMISSIONS PER EMPLOYEE (MT CO ₂ e) ³	2021 PER \$ MILLION NET REVENUE (MT CO ₂ e) ³
STATIONARY COMBUSTION	1	36 ⁴	0.03	0.03	—	—
FUGITIVE – REFRIGERANTS⁵	1	89 ⁶	0.08	0.07	—	—
OFFICE SPACE	2	764	0.7	0.6	0.8	0.7
DATA CENTERS	2	1,850	1.7	1.6	1.6	1.5
PURCHASED GOODS AND SERVICES	3	10,263	9.4	8.6	—	—
CAPITAL GOODS	3	2,063	1.9	1.7	—	—
FUEL- AND ENERGY-RELATED ACTIVITIES	3	767 ⁷	0.7	0.6	—	—
UPSTREAM TRANSPORTATION AND DISTRIBUTION	3	727	0.7	0.6	—	—
WASTE (including water)⁸	3	16	0.01	0.01	0.01 ⁹	0.01
BUSINESS TRAVEL	3	678	0.6	0.6	0.1	0.1
EMPLOYEE COMMUTING (including remote working)¹⁰	3	913	0.8	0.8 ¹¹	0.7	0.7
INVESTMENTS¹²	3	133	0.1	0.1	—	—
TOTAL	1,2,3	18,299	16.8	15.4	3.1	3

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

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

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

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

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

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

7 Singapore T&D emissions include fugitive methane only.

8 Waste excludes Asia and EU locations.

9 2021 data not inclusive of water disposal

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

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

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

TOTAL TRADEWEB 2022 CARBON FOOTPRINT (MT CO₂e)

TOTAL SCOPE 1
125

TOTAL SCOPE 2
2,614

TOTAL SCOPE 3
15,560

TOTAL
18,299

GLOBAL ABSOLUTE ENERGY INTENSITY

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

1 As of 12/31/2022

2 Based on employee headcount as of 12/31/2022

3 Based on employee headcount as of 12/31/2021



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Sustainable Finance Solutions

As a global provider of trading technology solutions to global markets, Tradeweb is uniquely positioned to observe trading trends and market shifts across all of the products we support trading for.

We have been tracking the Green Bond market in partnership with the Climate Bonds Initiative (CBI) since we joined the CBI Partners Program in early 2021. Since that partnership began, we have integrated CBI Green Bond data across our global product screens allowing clients to access verifiable and industry-leading data to identify Green Bonds on Tradeweb. In 2022, we advanced these solutions to also include Green Bond filters on our Tradeweb Direct platform, and our U.S. Credit, European Credit, and European Government and SSA Institutional screens, allowing clients to easily filter to view only Green Bonds. Despite market conditions and issuance fluctuating over the last few years, we continue to see a rise in Green Bond trading on Tradeweb and are utilizing that data to inform the market on secondary trading trends in the global Green Bond space. In 2022, we expanded our partnership with CBI to gain access to their database of social, sustainability, and sustainability-linked bonds, and intend to work in 2023 to integrate that data into our global trading data infrastructure, continuing to evolve the dataset we can provide to our clients and the insights we can provide to the market at large.

SDG 13 – CLIMATE ACTION

Take urgent action to combat climate change and its impacts



We recognize and believe in the crucial role that providing educational resources and increasing awareness of environmental issues play in the fight against climate change. With this purpose, throughout the year, we have offered colleagues opportunities and resources to educate themselves on the environmental challenges we face and understand the individual tools they have, and changes they can make, to play their part in helping the environment.

2022 HIGHLIGHTS

- We produced internal informational blog posts on related topics, such as Overshoot Day and the content of the United Nations' Intergovernmental Panel on Climate Change Assessment Report.
- Over the course of 2022, we hosted interactive sessions for our colleagues covering an array of sustainability-related topics such as: The COP Convention, ESG trends to look out for, Climate 101, as well as personal carbon footprint, and everyday actions to tackle it.
- Through access to the platform BetterClimate, colleagues gained access to a virtual library providing them with educational material on several climate-related topics.
- We ran two global sustainability challenges for World Oceans Day and Week of Service, where we encouraged our colleagues to reduce their carbon footprint by first calculating their footprint, and by equipping them with guidance and advice on how to reduce it.

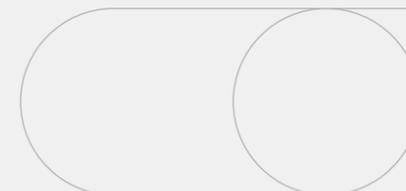
Throughout this report, we highlight our ongoing commitment to supporting the United Nations Sustainable Development Goals (SDGs).

CBI-SCREENED* GREEN BOND TRADING VOLUME

Further breakdown of Green Bond trading by asset class is posted and updated monthly on the ESG Data & Trading Insights page of our [website](#).



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





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Advancing the Conversation on Sustainable Finance

To advance the conversation around Sustainable Finance Solutions in the industry, Tradeweb has partnered with CBI for a second year to sponsor the Green Bond Pricing Paper and participated in a panel event for the launch of the paper, discussing Green Bond issuance trends and trading in the secondary market. Learn more about that event on [Climate Bond's Initiative website](#).

We are proud to have partnered with a large European client, ATP, to produce a case study on their utilization of Tradeweb's Portfolio Trading protocol to fully invest a €1B Green Bond fund. This represents a real-life example of how Tradeweb protocol solutions, such as our Portfolio Trading Tool, allow clients to purchase Green Bonds and manage Green Bond portfolios efficiently and effectively. Learn more about the partnership on our [website](#).

Finally, in early 2023, after much consideration over the course of 2022, Tradeweb joined the Sustainable Trading industry organization to participate in the conversation with other financial institutions working to set industry best practices for ESG within the trading community. We look forward to the work we will be able to contribute to this space, shaping ESG best practices for trading.



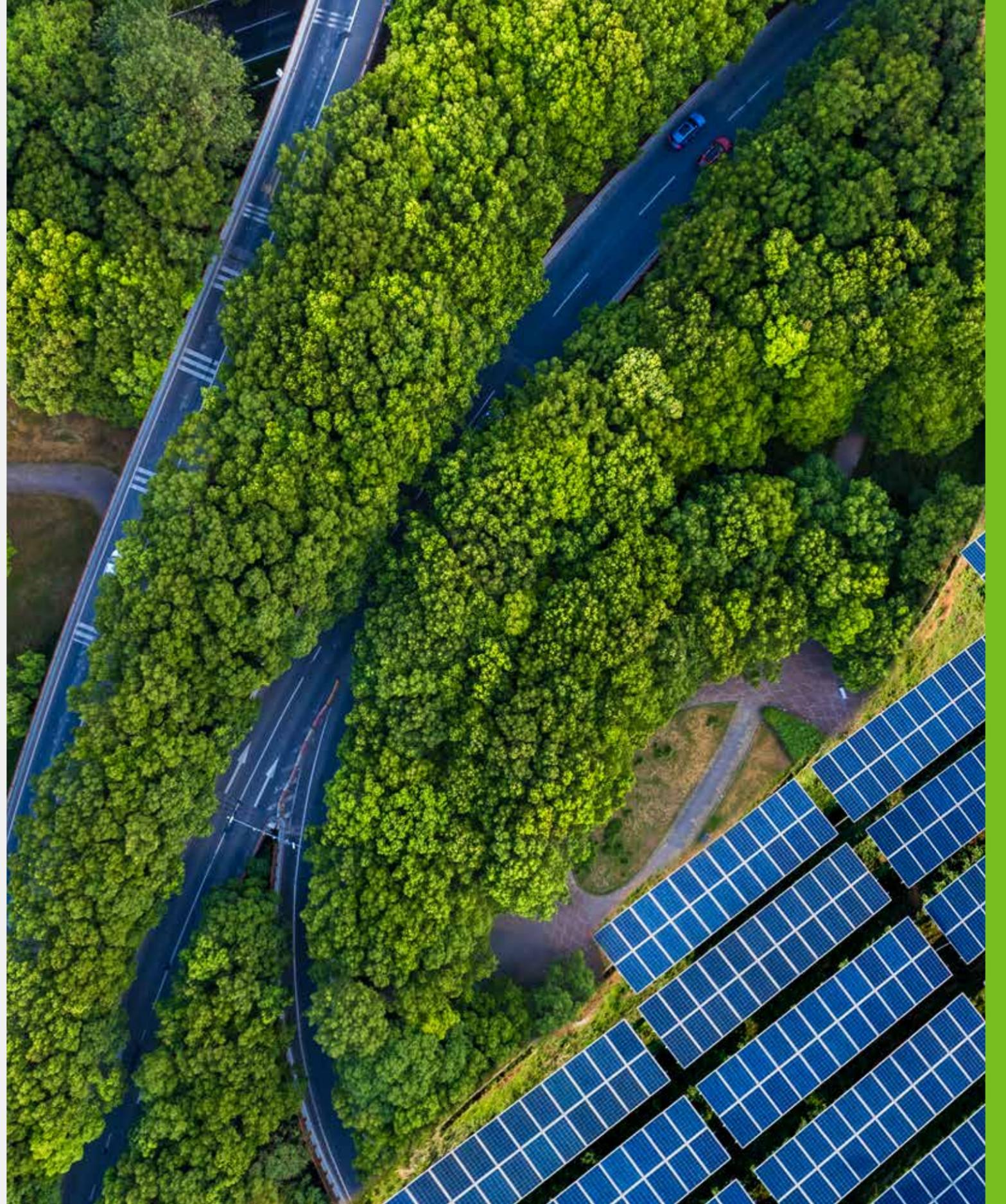
CBI PRICING PAPER WEBINAR

Green Bond Pricing in the Primary Market: H1 2022



CASE STUDY

Portfolio Trading Supports Strategic Shift into Green Bonds





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Forward-Looking Statements and Other Disclaimers

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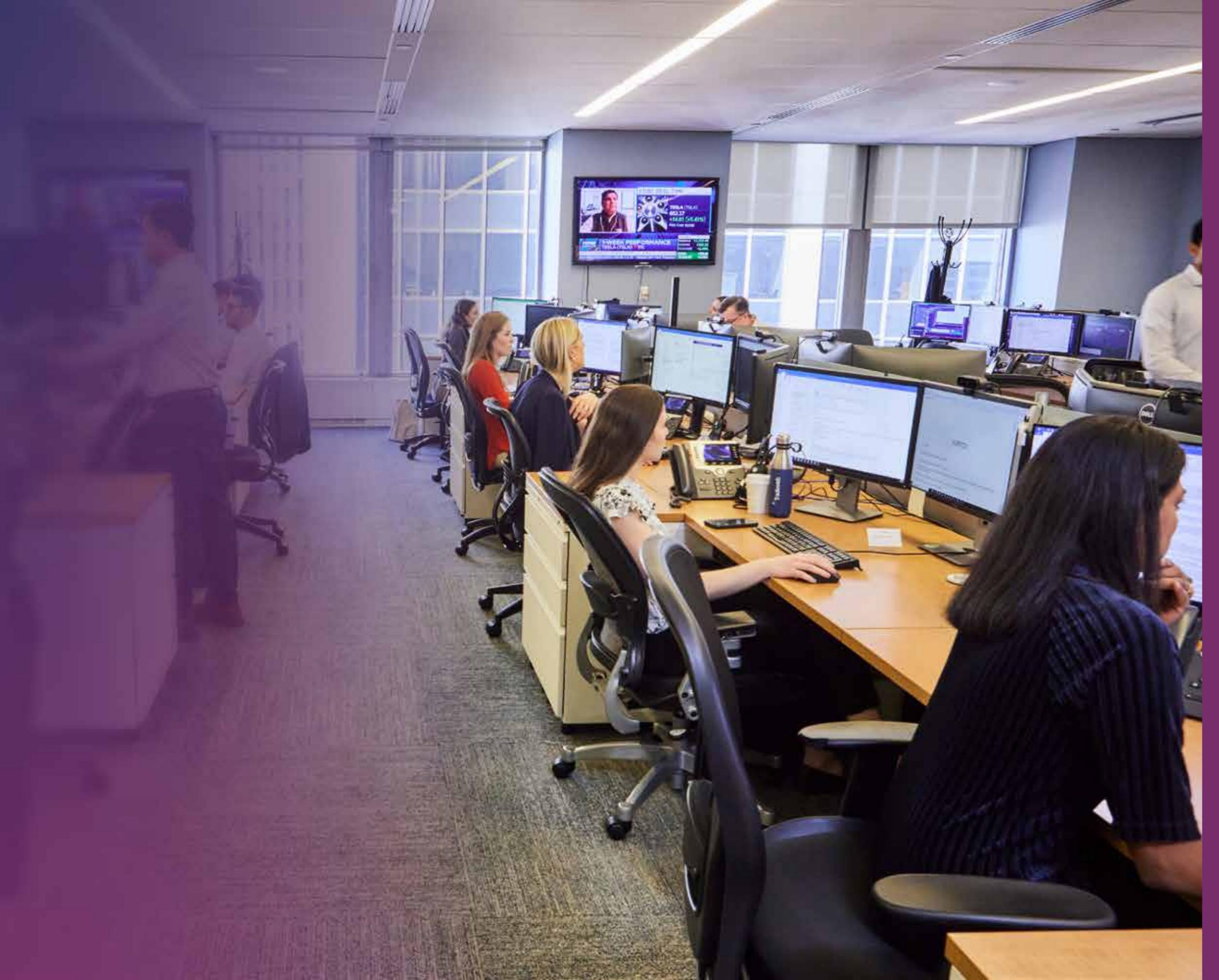
SASB

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

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GRI Content Index

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





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 have not engaged with any external party to attest to, or assure, 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 formal 2021 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.





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CODE	DESCRIPTION	RESPONSE	REFERENCES
SECURITIES AND COMMODITIES EXCHANGES			
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 no monetary losses as a result of legal proceedings associated with financial industry laws or regulations that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2022 Annual Reports and Filings under the Legal Proceedings section.
FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest	Tradeweb’s Code of Business Conduct and Ethics policy is distributed to employees who are required to review and attest to understanding and agree to act in accordance.	See Tradeweb’s Code of Business Conduct and Ethics .
Managing Business Continuity & Technology Risks			
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime	Tradeweb reported no material disruption events to our trading platforms, or downtime in the 2022 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 aligned with industry best practices in place, including stress tests, vulnerability tests, and employee trainings, among other policies and procedures in place to prevent, mitigate, and manage any such incidents or disruptions should they occur.	See the Excellence in Risk Management and Compliance subsection of the Governing for Sustainable Innovation section of this report.



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CODE	DESCRIPTION	RESPONSE	REFERENCES
SOFTWARE & IT SERVICES			
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 nonrenewable energy by location, and the approach used, under the section Environmental Stewardship of this Report.	See the Environmental Stewardship section of this report.
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, (3) percentage of each in regions with High or Extremely High Baseline Water Stress	Tradeweb works with our various leased office locations to gather data on our total water consumption and understand the sources of water for our buildings and reports this information to the extent it is available to us. Tradeweb's London Office Location does utilize a percentage of water from rainwater capture.	See the Environmental Stewardship section 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, advocate for use of renewables in operations, and receive a comprehensive plan from each of our data center partners around environmental sustainability.	See the Environmental Stewardship 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 .
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 .
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 2022 Annual Reports and Filings under the Legal Proceedings section.
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Tradeweb did not receive any law enforcement requests for user information.	
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	In certain jurisdictions, regulators require Tradeweb to monitor and surveil trading activity on its platforms.	



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CODE	DESCRIPTION	RESPONSE	REFERENCES
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 2022 reporting period exposing any PII or customer data.	
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Tradeweb has comprehensive information security, cyber, customer privacy, compliance, and risk management protocols aligned with industry best practices in place, including stress tests, vulnerability tests, and employee trainings, among other policies and procedures in place to prevent, mitigate, and manage any such incidents or disruptions should they occur.	See the Excellence in Risk Management and Compliance subsection of the Governing for Sustainable Innovation section of this report.
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 Empowering Our People section of this report for details about our employee population.	
TC-SI-330a.2	Employee Engagement as a percentage	Tradeweb began tracking employee engagement as a percentage in 2021 and reports this information again in this report for 2022, but does not have this information available for the year ending 2020 or prior. Please see the Employee Engagement information provided in the Empowering Our People section of this report.	See the Empowering Our People section 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 Empowering Our People section of this report.	See the Empowering Our People section of this report. See also Tradeweb's most recent EEO-1 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 no 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 2022 Annual Reports and Filings under the Legal Proceedings section.



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CODE	DESCRIPTION	RESPONSE	REFERENCES
Managing Systemic Risks from Technology Disruptions			
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Tradeweb reports this information when necessary in accordance with applicable law.	
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Tradeweb has a comprehensive Business Continuity and Disaster Recovery governance structure aligned with industry best practice to properly identify, measure, manage, track, report on, and re-mediate any potential risks pertaining to business continuity.	See the Business Continuity and Disaster Recovery information on page 17 of this report. Additional information on material litigation and regulatory matters can be found in our 2022 Annual Reports and Filings under the Legal Proceedings section of Tradeweb's 10-K.
INVESTMENT BANKING & BROKERAGE			
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 Governing for Sustainable Innovation section of this report for executive management metrics, and the Empowering Our People section for non-executive management and all other employees.	See the Governing for Sustainable Innovation and the Empowering Our People section of this report.
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	N/A—Tradeweb does not provide investment banking or brokerage services.	



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CODE	DESCRIPTION	RESPONSE	REFERENCES
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 no monetary losses as a result of legal proceedings associated with financial industry laws or regulations that required disclosure in our public SEC filings.	Additional information on material litigation and regulatory matters can be found in our 2022 Annual Reports and Filings under the Legal Proceedings section.
FN-IB-510a.2	Description of whistleblower policies and procedures	Please refer to our Code of Business Conduct and Ethics .	See the Governing for Sustainable Innovation section and 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 no mediation and arbitration cases associated with professional integrity, including duty of care, that required disclosure in our public SEC filings.	Additional information can be found in our 2022 Annual Reports and Filings referenced in Tradeweb's 10-K.
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	Tradeweb had zero monetary losses as a result of legal proceedings associated with professional integrity that required disclosure in our public SEC filings.	Additional information can be found in our 2022 Annual Reports and Filings referenced in Tradeweb's 10-K.
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 Tradeweb's Code of Business Conduct and Ethics .



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CODE	DESCRIPTION	RESPONSE	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.	





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GRI Content 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 a global operator of electronic marketplaces for rates, credit, equities, and money markets. All of the markets served can be found on our website , on the Our Markets page. A list of Tradeweb-offered Market Data products can be found on our website .
102-3	Location of headquarters	Tradeweb’s Global Headquarters is located at 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, and Singapore. See our locations on our website .
102-5	Ownership and legal form	Tradeweb is a Delaware corporation and U.S. public company traded on Nasdaq. London Stock Exchange Group, plc and its affiliates own a majority of the combined voting power of Tradeweb’s total outstanding common stock. As a result, Tradeweb is a “controlled company” within the meaning of the corporate governance standards of Nasdaq. Additional ownership structure and information can be found in our 2022 Annual Reports and Filings .
102-6	Markets served	More than 2,500 clients connect to Tradeweb to form a global network of the world’s largest banks, asset managers, hedge funds, insurance companies, wealth managers, and retail clients. See the About Us page of our website .
102-7	Scale of organization	With offerings in government bonds, mortgage securities, municipal bonds, credit, and derivatives, we offer over 40 products in more than 65 countries across the globe. Tradeweb total revenue in 2022 was \$1.189 billion, with an Average Daily Volume of \$1.129 trillion.
102-8	Information on employees and other workers	Total Number of Global employees as of December 31, 2022, was 1,091, 782 of whom were based in the United States and 309 of whom were based outside of the United States. There is not a significant portion of the organization’s activities performed by workers who are not employees. See the Empowering Our People section of this report.
102-9	A description of the organization’s supply chain, including its main elements as they relate to the organization’s activities, primary brands, products, and services.	See Tradeweb’s Supply Chain Transparency Disclosure statement .
102-10	Significant changes to the organization’s size, structure, ownership, or supply chain	In the year 2022, there were no significant changes to the organization’s size, structure, or supply chain.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Organizational Profile (continued)		
102-11	Precautionary Principle or approach—Whether and how the organization applies the Precautionary Principle or approach	Tradeweb does not manufacture or produce physical goods or products. For more information on our approach to environmental sustainability, including engaging with our supply chain, please see the Environmental Stewardship 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 ESG initiatives.
102-13	A list of the main membership of industry or other associations, and national or international advocacy organizations	Tradeweb participates with the following associations/organizations: <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 statements in the Overview section of this report
102-15	Key impacts, risks, and opportunities	Disclosed information that is available at this time on key impacts, risks, and opportunities can be found throughout this report. Additional information on risks and uncertainties can be found in our 2022 Annual Reports and Filings under the Risk Factors section.
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	See the Empowering Our People section of this report.
102-17	Mechanisms for advice and concerns about ethics	See Tradeweb’s Code of Business Conduct and Ethics for disclosure on mechanisms for advice and concerns about ethics, including escalation of issues to management or appropriate sources, and whistleblower policies.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Governance		
102-18	Governance structure	For disclosed information, see the Governing for Sustainable Innovation section of this report. Please also see the Corporate Governance section of Tradeweb's 2022 Proxy Statement .
102-19	Delegating authority	For disclosed information, see the Governing for Sustainable Innovation section of this report.
102-20	Executive-level responsibility for economic, environmental, and social topics	For disclosed information, see the Governing for Sustainable Innovation section of this report.
102-21	Consulting stakeholders on economic, environmental, and social topics	Please see the Corporate Governance section of our 2022 Proxy Statement
102-22	Composition of the highest governance body and its committees	See the Governing for Sustainable Innovation section of this report.
102-23	Chair of the highest governance body	Please refer to Tradeweb's website under Leadership, or the Governing for Sustainable Innovation section of this report.
102-24	Nominating and selecting the highest governance body	Please refer to our 2022 Proxy Statement under the Corporate Governance section.
102-25	Conflicts of interest	Please refer to our Code of Business Conduct and Ethics under section L: Conflicts of Interest and Corporate Opportunities.
102-26	Role of highest governance body in setting purpose, values, and strategy	Please see Tradeweb's 2022 Proxy Statement , as well as the Governing for Sustainable Innovation section of this report.
102-27	Collective knowledge of highest governance body	Please see Tradeweb's 2022 Annual Report and 2022 Proxy Statement , as well as the Governing for Sustainable Innovation section of this report.
102-28	Evaluating the highest governance body's performance	Please see Tradeweb's 2022 Proxy Statement , as well as the Governing for Sustainable Innovation section of this report.
102-29	Identifying and managing economic, environmental, and social impacts	See the Environmental Stewardship section of this report, pages 35–45 , as well as the Empowering Our People section of this report, pages 19–30 .
102-30	Effectiveness of risk management processes	See the Excellence in Risk Management and Compliance section of this report.
102-31	Review of economic, environmental, and social topics	Please see Tradeweb's 2022 Annual Report and 2022 Proxy Statement , as well as the Governing for Sustainable Innovation section of this report.
102-32	Highest governance body's role in sustainability reporting	For disclosed information, see the Governing for Sustainable Innovation section of this report and the Corporate Governance section of Tradeweb's 2022 Proxy Statement .
102-33	Communicating critical concerns	See the Excellence in Risk Management and Compliance subsection of this report and the Corporate Governance section of Tradeweb's 2022 Proxy Statement for details on risk management lifecycle 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 2022 Proxy Statement under the Executive Compensation section.
102-36	Process for determining remuneration	Please refer to our 2022 Proxy Statement under the Executive Compensation section.
102-37	Stakeholders' involvement in remuneration	Please refer to the Corporate Governance section of our 2022 Proxy Statement .
102-38	Annual total compensation ratio	Please refer to our 2022 Proxy Statement under the Pay Ratio Disclosure section.
102-39	Percentage increase in annual total compensation ratio	Please refer to our 2022 Proxy Statement under the Pay Ratio Disclosure section.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Stakeholder engagement		
102-40	List of stakeholder groups	See the Governing for Sustainable Innovation 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 2022 Annual Report under the Human Capital section.
102-42	Identifying and selecting stakeholders	See the Governing for Sustainable Innovation section of this report and the Corporate Governance section of our 2022 Proxy Statement .
102-43	Approach to stakeholder engagement	See the Governing for Sustainable Innovation section of this report and the Corporate Governance section of our 2022 Proxy Statement .
102-44	Key topics and concerns raised	See the Governing for Sustainable Innovation section of this report and the Corporate Governance section of our 2022 Proxy Statement .
Reporting practice		
102-45	Entities included in the consolidated financial statements	Tradeweb consolidated financial statements can be found in our 2022 Annual Report .
102-46	Defining report content and topic Boundaries	For information regarding our reporting practice in this 2022 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 the About This Report subsection of this report.
102-50	Reporting period	The reporting period for this report covers January 1, 2022 through December 31, 2022, unless otherwise stated.
102-51	Date of most recent report	Tradeweb's most recent previous report was our 2021 Corporate Sustainability Report , covering 1st of January 2021 to 31st of December 2021.
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 website .
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards.
102-55	GRI content index	This GRI Content Index is prepared in accordance with GRI Standards.
102-56	External assurance	Tradeweb has contracted a third-party assurance provider for a letter of limited assurance on the Company's GHG Reporting; however that process is still ongoing as of the publication of this report.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Management Approach		
103-1	Explanation of the material topic and its Boundary	For disclosed information, see the Governing for Sustainable Innovation section of this report.
103-2	The management approach and its components	For disclosed information, see the Governing for Sustainable Innovation 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 10–11 of this report. For our environmental management and approach, please see the Environmental Stewardship section of this report. For diversity and inclusion management approach, see the Empowering Our People subsection of this report. For management approach relating to economic performance and management of related risks, see our 2022 10-K form .
Economic Performance		
201-1	Direct economic value generated and distributed	For Financial Performance data, please visit Tradeweb’s Annual filings on our Investor Relations website .
201-2	Financial implications and other risks and opportunities due to climate change	Please see Tradeweb’s 2022 TCFD Report .
201-3	Defined benefit plan obligations and other retirement plans	Please see the Empowering Our People subsection of this report and Tradeweb’s Annual filings on our Investor Relations website .
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.





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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Indirect Economic Impacts		
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
Procurement Impacts		
204-1	Proportion of spending on local suppliers	Tradeweb does not publicly report this information at this time; however, we 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 Excellence in Risk Management and Compliance subsection of the Governing for Sustainable Innovation section 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 2022 reporting period.
Anti-Competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Please see the Legal Proceedings section of our 10-K .
301	Materials used	N/A—Tradeweb does not manufacture or package physical goods.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Energy		
302-1	Energy consumption within the organization (renewable and nonrenewable)	Please see information on the breakdown of renewable and nonrenewable energy by location, and the approach used, in the Environmental Stewardship section of this report. Tradeweb reports our GHG emissions in line with the GHG Protocol using an Operational Control approach.
302-2	Energy consumption outside of the organization	As Tradeweb is reporting energy purchased from our leased office spaces and data centers in our Scope 2 emissions following the GHG Protocol using an Operational Control approach, we do not have any additional relevant energy consumption outside of the organization to report at this time. See the Environmental Stewardship section of this report.
302-3	Energy Intensity	Please see information on Energy Intensity by number of full-time employees broken down by region in the Environmental Stewardship section of this report.
302-4	Reduction of energy consumption	See the Environmental Stewardship section of this report.
302-5	Reductions in energy requirements of products and services	N/A—Tradeweb does not manufacture, package, or sell physical products.
Water		
303-1	Interactions with water as a shared resource	Tradeweb’s water consumption is linked to our leased office space and data centers and any information we have is sourced directly from those third-party providers. Tradeweb’s London office location does utilize a percentage of water from rainwater capture.
303-2	Management of water discharge-related impacts	As Tradeweb does not manufacture, package, or sell physical products, we believe our water consumption and resources impact to be low and confined to that of our usage in relation to our leased office space and data centers.
303-3	Water withdrawal	As Tradeweb does not manufacture, package, or sell physical products, we believe our water withdrawal impact to be low and confined to that of our usage in relation to our leased office space and data centers.
303-4	Water discharge	Tradeweb does not manufacture, package, or sell physical products and therefore we do not believe our water discharge to be significant enough to impact water quality in the areas of our operations.
303-5	Water consumption	Tradeweb’s water consumption is linked to our leased office space and data centers and any information we have is sourced directly from those third-party providers. Tradeweb’s London office location does utilize a percentage of water from rainwater capture.
Biodiversity		
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.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Emissions		
305-1	Direct (Scope 1) GHG emissions	See the Environmental Stewardship section of this report for Scope 1 GHG emissions, associated metrics and calculations.
305-2	Energy indirect (Scope 2) GHG emissions	See the Environmental Stewardship section of this report for market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent, and our approach.
305-3	Other indirect (Scope 3) GHG emissions	See the Environmental Stewardship section of this report for other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent, and our approach.
305-4	GHG emissions intensity	See the Environmental Stewardship section of this report for energy intensity by number of full-time employees.
305-5	Reduction of GHG emissions	See the Environmental Stewardship section of this report for our efforts in increasing renewable energy usage at our leased office spaces and leased data centers by advocating for this transition to our partners, as well as other operational efforts to reduce our emissions across Scope 2 and Scope 3.
305-6	Emissions of ozone-depleting substances (ODS)	N/A—Tradeweb does not produce, manufacture, or ship materials and only leases office spaces and spaces within data centers.
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	N/A—Tradeweb does not produce, manufacture, or ship materials and only leases office spaces and spaces within data centers.
Waste		
306-1	Waste generation and significant waste-related impacts	Tradeweb does not produce or manufacture physical products and waste is generated from employee use in office and electronic waste from decommissioning of equipment over time and therefore we believe there are no activities that lead to significant quantities of waste generation or to generation of hazardous waste. More details on both can be found in the Environmental Stewardship section of this report.
306-2	Management of significant waste-related impacts	See the Environmental Stewardship section of this report for a comprehensive description of our management and approach.
306-3	Waste generated	See the Environmental Stewardship section of this report.
306-4	Waste diverted from disposal	See the Environmental Stewardship section of this report for disclosure on waste diverted from disposal.
306-5	Waste directed to disposal	See the Environmental Stewardship section of this report for disclosure on waste directed to disposal.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
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 Empowering Our People section of this report.
404-2	Programs for upgrading employee skills and transition assistance programs	See the Empowering Our People section of this report.
404-3	Percentage of employees receiving regular performance and career development reviews	See the Empowering Our People section of this report.
Diversity & Opportunity		
405-1	Diversity of governance bodies and employees	Please see the Governing for Sustainable Innovation section of this report and the Compensation Discussion & Analysis section of the 2022 Proxy Statement .
405-2	Ratio of basic salary and remuneration of women to men	Tradeweb does not currently report this metric publicly; however, we track and manage this data internally.
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Tradeweb has not 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.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
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.
412-2	Employee training on human rights policies or procedures	Tradeweb has a public Supply Chain Transparency policy that outlines applicable training requirements and is also considering producing a more formal, global Human Rights Policy Statement that would also include training on such a policy.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	N/A—Tradeweb does not have any such agreements or contracts in the reporting period.
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Please see the A Culture of Giving section of this report which discloses Tradeweb’s philanthropic activities, including local community engagement and development projects both in the U.S. and the UK.
413-2	Operations with significant actual and potential negative impacts on local communities	Tradeweb has not found any operations with any significant actual and potential negative impacts on local communities.
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	
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.



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DISCLOSURE	DESCRIPTION	RESPONSE & REFERENCE
Public Policy		
415-1	Political contributions	Tradeweb does not provide political contributions. Language on page 12 of our Code of Business Conduct and Ethics reflects acceptable behavior around Political Activities and Lobbying.
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 aware of 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 2022 Annual Reports and Filings under the Legal Proceedings section.

