




FOUNDATION
EVOLUTION
ACTION
ON TRADEWEB

2023 Corporate Sustainability Report 
Investor Deck

This 2023 CSR Investor Deck highlights key metrics from the report. Please refer to the full report available [HERE](#), for complete information regarding the topics presented in this deck.

A Strong Foundation for Leadership

An Evolving and Impactful Culture

An Integrated Plan for Environmental Action



Governance

- Updates to Corporate Governance Practices
- Increased Board Independence and Diversity
- Expanded Cybersecurity Disclosure
- Updates to ESG Ratings and Materiality Self-Assessment

People

- Expanded Human Capital Disclosure
- Annual Employee Engagement Survey
- Expanded Week of Service Volunteering Opportunities
- Increased Training and Development Disclosure

Environment

- Updates to Scope 1, 2, and 3 Emissions Reporting
- 100% Renewable Energy Coverage in 2023
- Expanded TCFD Reporting
- Record Green Bond Trading Volumes

A Message from our CEO



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



Billy Hult

Chief Executive Officer

A Strong Foundation for Leadership













Our Leadership

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

Tradeweb's Executive Leadership Team¹

 Billy Hult Chief Executive Officer	 Sara Furber Chief Financial Officer	 Chris Bruner Chief Product Officer	 Enrico Bruni Managing Director Head of Europe and Asia Business	 Amy Clack Chief Administrative Officer	 Michael H. Cohen Managing Director Global Head of Marketing and Communications
 Douglas Friedman General Counsel	 Justin Peterson Chief Technology Officer	 Ashley N. Serrao Managing Director Head of Treasury, FP&A and Investor Relations	 Fred Strobel Managing Director Global Head of Human Resources	 Scott Zucker Chief Risk Officer	

Tradeweb Board of Directors (as of August 15, 2024)²

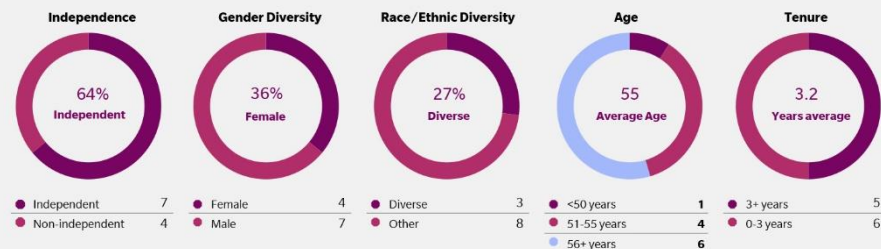
 Jacques Aigrain Chairman of the Board Tradeweb Markets 1 C N 2	 Balbir Bakhshi Chief Risk Officer London Stock Exchange Group plc	 Steven Berns Former Chief Operating Officer & Chief Financial Officer 1 A	 Troy Dixon Founder and Chief Investment Officer Hollis Park Partners LP 1 N	 Scott C. Ganeles Chief Executive Officer iAITA 1 A C
 Billy Hult Chief Executive Officer Tradeweb Markets	 Catherine Johnson Group General Counsel London Stock Exchange Group plc	 Paula B. Madoff Lead Independent Director, Tradeweb Markets Advisor, The Goldman Sachs Group, Inc. 1 A C N 3	 Lisa Opoku Chief Operating Officer FS Investments 1 N	 Rana Yared General Partner Balderton Capital 1 A

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

ESG Governance at Tradeweb



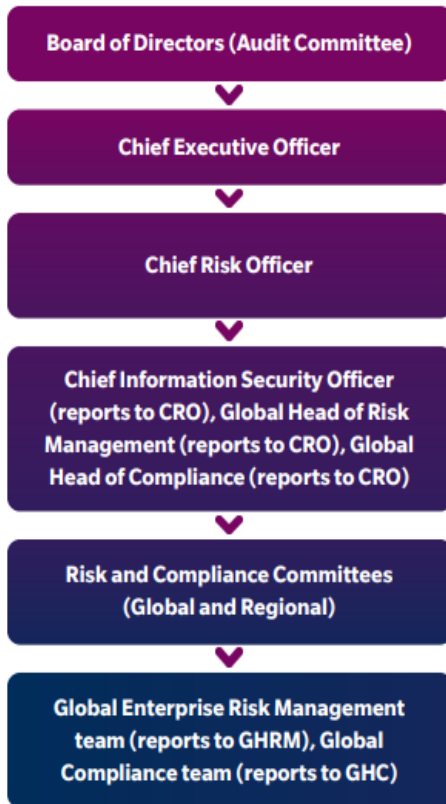
BOARD INDEPENDENCE, AGE, DIVERSITY AND TENURE



¹ Thomas Pluta will serve as President of the Company until September 30, 2024. Amy Clack joined Tradeweb on August 12, 2024. Executive Committee statistics are inclusive of Mr. Pluta and Ms. Clack.
² Lee Olesky resigned from the Board effective as of June 30, 2023. Lisa Opoku joined the Board effective as of March 7, 2024. Murray Roos resigned from the Board effective as of June 10, 2024. Thomas Pluta will resign from the Board effective as of September 30, 2024. As of August 15, 2024, there is one vacancy on the Board.

A Strong Foundation for Leadership

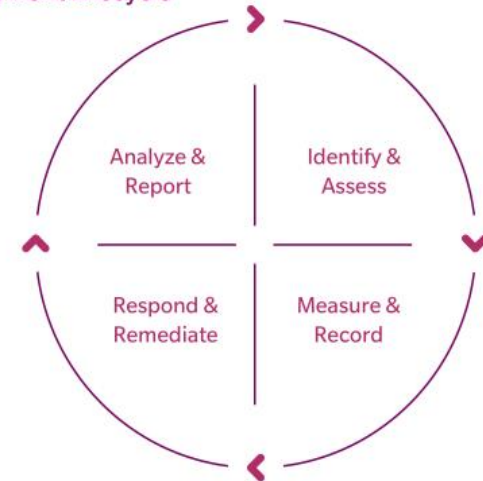
Enterprise Risk and Compliance Governance



Tradeweb Global Risk Management & Compliance

- Global Compliance Policies and Procedures
- Governance and Managerial Responsibility for Compliance
- Technology and Cybersecurity Environment
- Ethical Supply Chain & Supplier Engagement
- Customer Due Diligence
- Vendor Risk Management
- Anti-Money Laundering (AML) Policy
- Software Product Design and Lifecycle Management
- Respecting Human Rights
- Cybersecurity Risk Management and Strategy

Risk Management Lifecycle



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

Enrico Bruni
Head of Europe and Asia Business



A Strong Foundation for Leadership

Cybersecurity

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

CYBERSECURITY STRATEGY AND OBJECTIVES

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

CYBER RISK MANAGEMENT

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

SECURITY INCIDENT RESPONSE

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

SECURITY AWARENESS TRAINING

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

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

ENGAGEMENT WITH INTERNAL AND EXTERNAL PARTIES

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

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

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

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

Bala Rajagopalan
CISO



A Strong Foundation for Leadership

Tradeweb ESG Rating/Assessment Updates

ESG Rating / Assessment Provider	Rating Scale	Original Rating ⁺	Current Rating ^{**}	Change
Morningstar Sustainalytics ESG Risk Rating*	Numeric (1-40+, 1=Best)	27.7	15.8	Improved
ISS ESG Corporate Rating	Letter Rating (A+ - D-, A+ = Best)	D	C	Improved
Moody's ESG Solutions (ESG Assessment)	Numeric (1-100, 100=Best)	23	43	Improved
S&P CSA	Numeric (1-100)	11	34	Improved
EcoVadis Scorecard	Numeric (1-100)	-	60	N/A

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

** as of June 30, 2024

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



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



Heather Wootten
Director, Corporate Social Responsibility & ESG

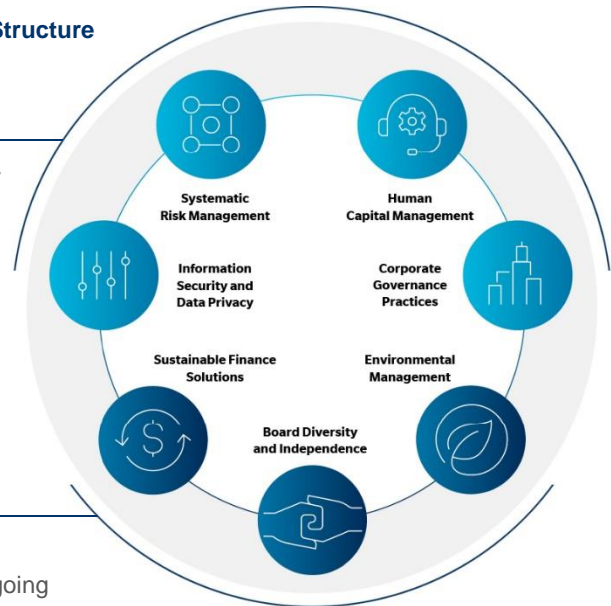
ESG Material Topic Structure

TIER 1: Prioritize

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

TIER 2: Manage

Material topics that represent areas of ongoing management to support good corporate stewardship



An Evolving and Impactful Culture

Empowering our Global Workforce

Hiring

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

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

We believe strongly that equitable access to quality education is a critical first step to building generations of new talent that will form a pipeline of robust and diverse candidates in the workforce. To support this effort, we partner with a variety of organizations around the world that provide educational, mentorship, and professional growth opportunities to underserved areas, increasing the potential workforce participation in technology and finance professions. These partnerships provide opportunities for students from diverse backgrounds and socioeconomic means to participate in quality higher education and have pathways to a fulfilling and profitable career path. We see these partnerships as an opportunity to bolster Tradeweb's pipeline while simultaneously providing support for socioeconomic mobility around the world.

Inclusion and Retention

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

Global Employee Survey

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

83%

Employee engagement, measured by survey participation

Of the survey participants:

97%

Feel their role directly contributes to Tradeweb's success

91%

Feel they have a voice, and their opinions are heard



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



Fred Strobel
Managing Director,
Global Head of Human Resources



An Evolving and Impactful Culture

Training and Professional Development

161

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

100%

Tradeweb full-time employees complete mandatory annual trainings

7

Hours of mandatory trainings provided to all full-time employees*

* including trainings for U.S.-only FTE employee and FINRA Registered Representatives (~ a third of all Tradeweb employees).

2

Hours of trainings provided specifically for new hires.

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

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

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

PROFESSIONAL DEVELOPMENT PROGRAMMING:

Tradeweb collaborates with third-party professional educational partners in order to provide employees with training and educational resources that support the following programming:

Tradeweb Associates Program offered to

27

employees, with an average of 10 hours of training per employee

Contractors in the U.S. are bound to comply with our Code of Business Conduct and Ethics.

Tradeweb Achievers Program offered to

35

employees, with an average of 24 hours of training per employee.

Building Better Leaders offered to

40

employees, with an average of 15 hours of training per employee.

Zenith Program offered to

20

female employees, with an average of 5 hours of training per employee. The Zenith Program was piloted in 2023 in our London office for women with high potential to provide skills and professional training opportunities.

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

TRADEWEB UNIVERSITY COURSES AVAILABLE TO ALL EMPLOYEES:

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

FINANCIAL MARKETS TRAINING AVAILABLE TO ALL EMPLOYEES:

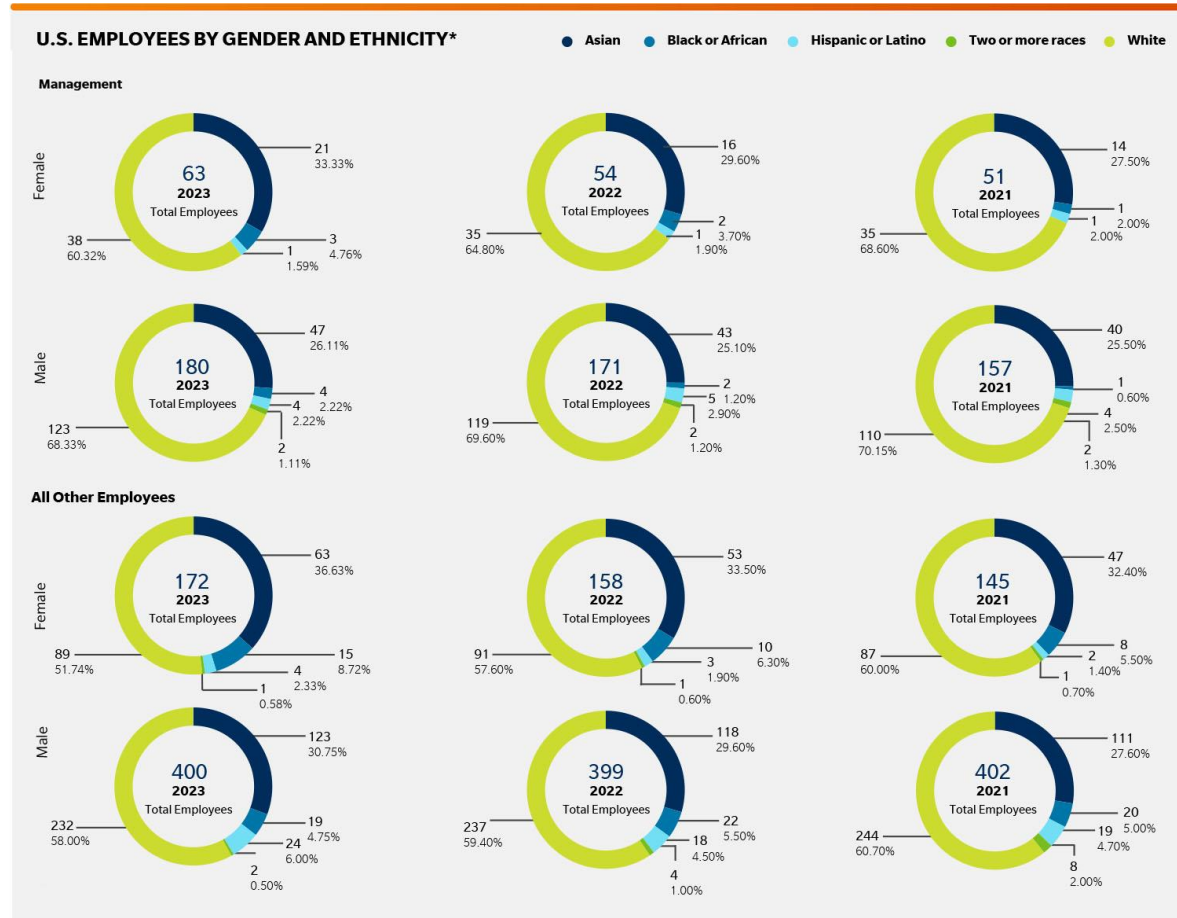
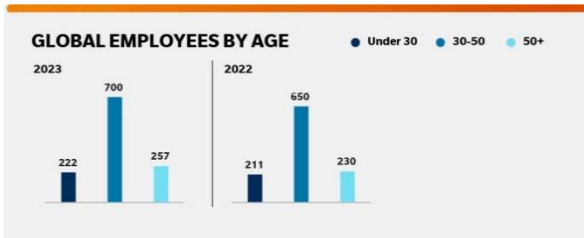
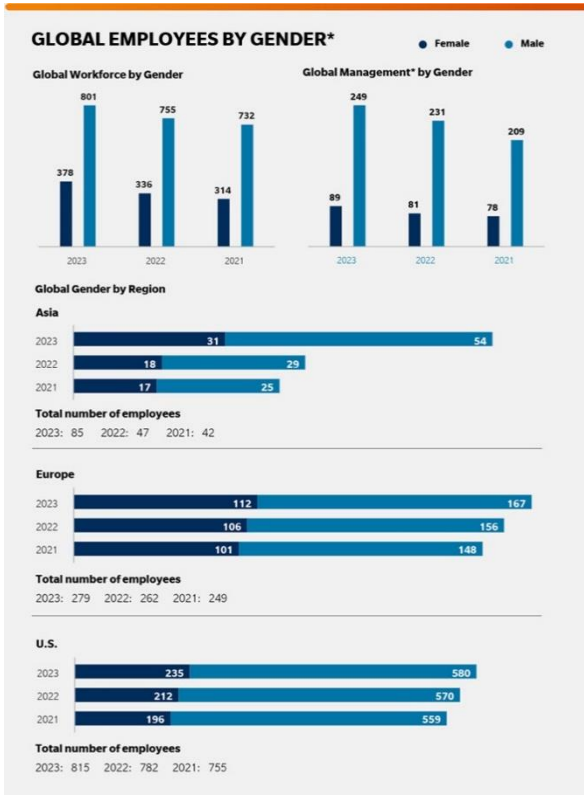
- Interest rate risk
- Inflation risk
- Credit risk
- Foreign exchange rate risk
- Commodity risk
- Equity risk

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

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

An Evolving and Impactful Culture

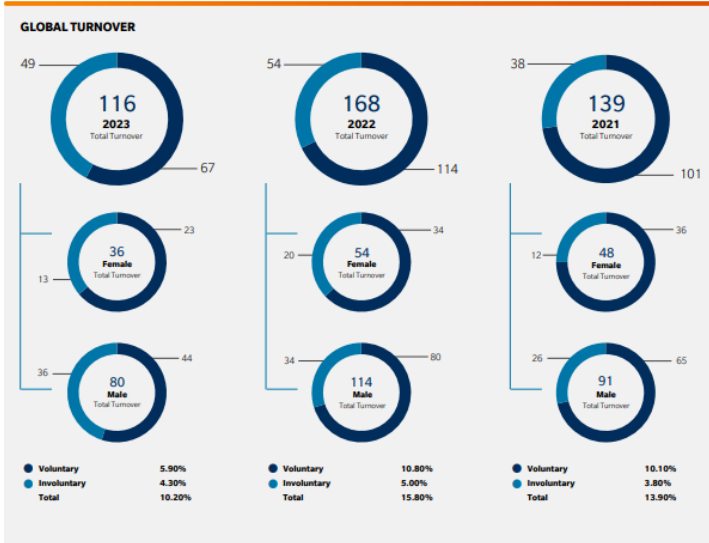
Human Capital Metrics



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

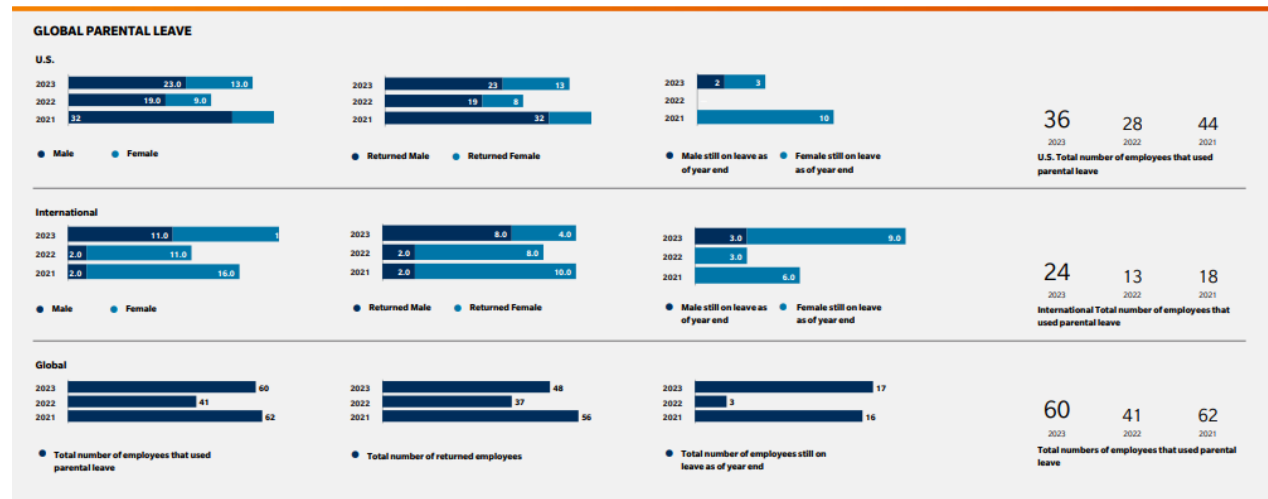
An Evolving and Impactful Culture

Global Turnover



11%
Internal mobility rate

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



An Evolving and Impactful Culture

Connecting Through Employee Networks

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

250+
Employees involved in
employee networks



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



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



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



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

NOTABLE 2023 ENGAGEMENT EVENTS:

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



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



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

86

Engagement events in 2023

An Evolving and Impactful Culture

2023 Week of Service

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

~300

employees participated, completing over 370 contributions to the week

540+ hours

of volunteering

11 gallons

of blood donated – creating 260 life-saving opportunities

6.7 million

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

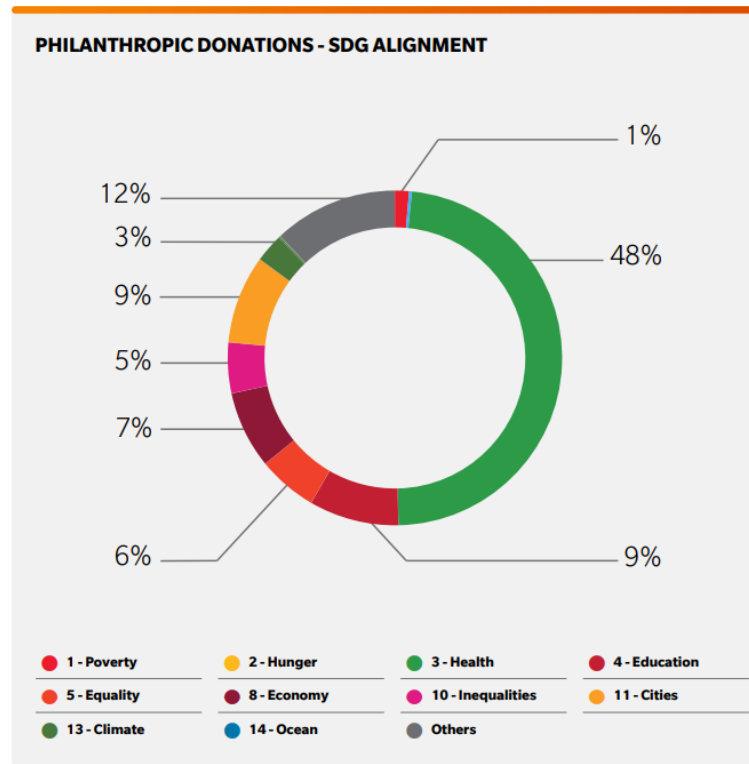
~200

breakfast bags were assembled for Ronald McDonald House New York

177 miles

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

SDG Philanthropic Spend Alignment



TOTAL 2023 GIVING

Total Number of Charities donated:
165

Tradeweb 2023 Donated Amount*:
\$1.4 M

*rounded, inclusive of Corporate and Matching Donations

Total Corporate Donations:
\$1.3 M

Total Employee Matching Donations:
\$52 K

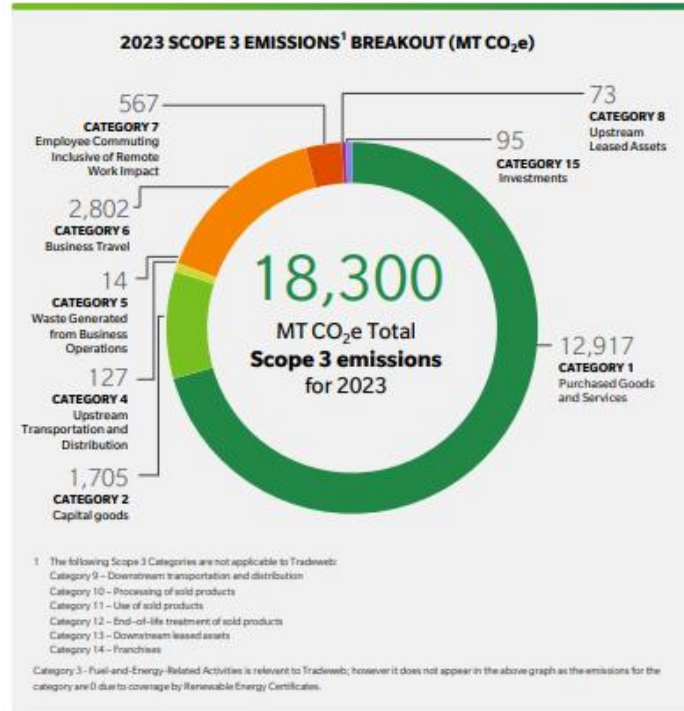
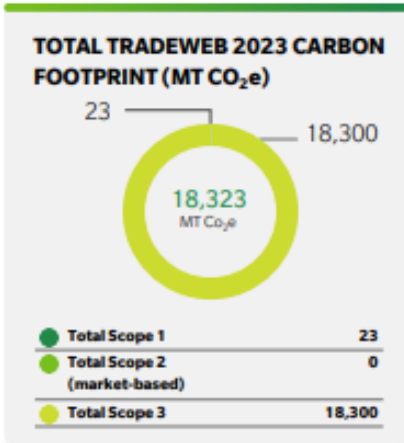
Total donations contributed specifically towards one or more UN SDGs in 2023:
\$1.2 M

2023 Total Hours of Employee Volunteering during business hours:
875

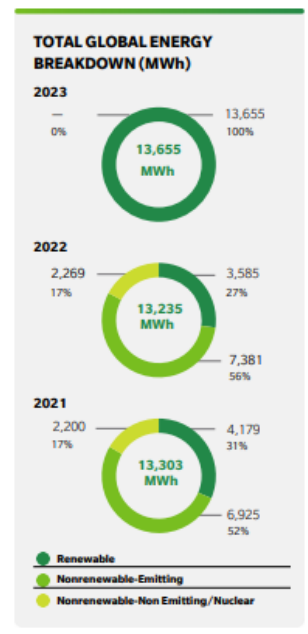
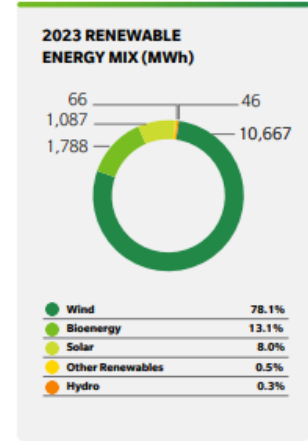
2023 Total Hours of Employee Volunteering through Tradeweb initiatives*:
995

* inclusive of volunteering hours during and outside business hours

An Integrated Plan for Environmental Action



100%
 2023 Scope 2 MWh usage covered by Renewable Energy



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

An Integrated Plan for Environmental Action



GHG Methodology Index¹

EMISSION INTENSITY

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

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

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

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

An Integrated Plan for Environmental Action

SCOPE 2 BY REGION AND ENERGY INTENSITY

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

RENEWABLE ENERGY MIX⁶

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

² Figures have been adjusted to include Tradeweb Australia (formerly Yieldbroker) full-time employee headcount as of 12/31/2022

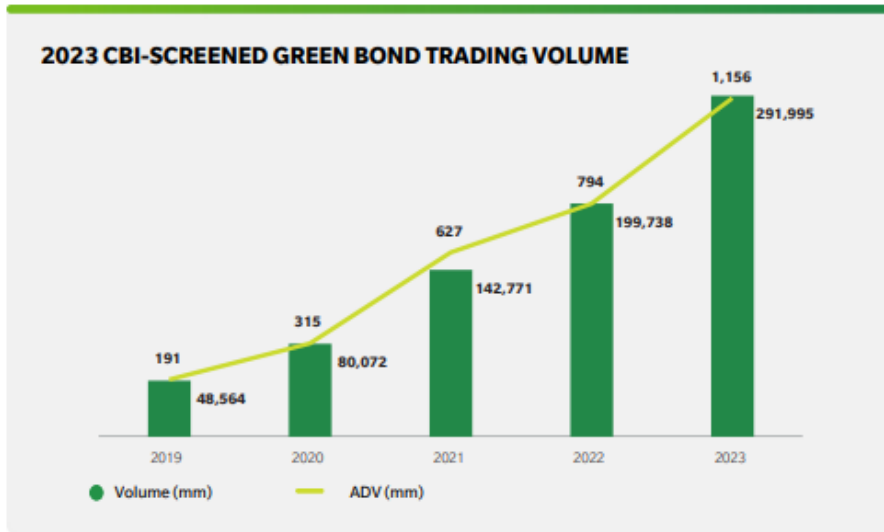
³ Based on headcount as of 12/31 of the respective year and region. Asia Pacific and Total 2022 FTE figures have been adjusted to include Yieldbroker's FTE as of 12/31/2022

⁴ 17.14% of our 2022 Scope 2 energy consumption, and 17% in 2021, is covered by nuclear power. While it is not considered a renewable energy source, it does not create CO₂ emissions, so it is not included in our emissions calculation.

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

An Integrated Plan for Environmental Action

Sustainable Finance Solutions



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

Sustainable Trading Membership

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

2023 CBI-Screened*
Green Bonds Accounted for

\$292B

of the total \$303.6B in Green Bond trading volume executed on Tradeweb, an overall YoY increase of

46%

Average daily volume for 2023 was

\$1.156M

Forward-Looking Statements and Other Disclaimers

Note Regarding ESG Disclosures

This report represents a good faith effort by Tradeweb to address diverse topics broadly defined as ESG. As such, this report includes qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. These statements are not guarantees of future conduct, policies, programs, practices, or performance and are subject to certain risks, uncertainties, and other factors, many of which are beyond the company's control. See "Note Regarding Forward-Looking Statements" below. In particular, the policy statements discussed in this report are statements of general policy. It is possible that specific circumstances in our global operations may differ from those described in this report. Further, any description of a policy statement contained herein does not constitute a representation of full compliance with such policy statement. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation. In particular, certain historical, current, and forward-looking ESG-related statements are based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and protocols, processes, and assumptions that are subject to change in the future, including as a result of future regulations. Further, the achievement of certain of our ESG goals discussed in this report are dependent on the actions of our suppliers, vendors, and other third

parties, all of which are outside of our control. The information, opinions, and statements of intention in this report speak only as of the date of this report and are subject to change without notice. Tradeweb does not undertake to update or revise any such statements.

Note Regarding Certain Data

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

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

Note Regarding Materiality

References to "material," "materiality," "significant," or other similar terms in this report refer to, and the inclusion of information in this report reflect, ESG topics we have identified to be relevant to our business based on certain third-party reporting frameworks and our ESG Materiality Self-Assessment. As a result, "materiality" for purposes of our ESG reporting includes impacts on communities, the environment, and stakeholders, such as employees, clients, and suppliers, and the inclusion of topics in this report, even when described as "material," does not indicate that such topics are material to Tradeweb's business, operations, or financial condition. Such references, and the inclusion of the information herein, therefore, should not be construed as a characterization regarding the materiality of such information for purposes of securities laws or

regarding the financial impact of such information. Please instead refer to our Annual Report on Form 10-K and other documents filed with the Securities and Exchange Commission.

Note Regarding Forward-Looking Statements

This report contains forward-looking statements within the meaning of the federal securities laws. Statements related to, among other things, our outlook and future performance, the industry and markets in which we operate, our expectations, beliefs, plans and initiatives, strategies, objectives, prospects and assumptions, and future events are forward-looking statements. We have based these forward-looking statements on our current expectations, assumptions, estimates, and projections. While we believe these expectations, assumptions, estimates, and projections are reasonable, such forward-looking statements are only predictions and involve known and unknown risks and uncertainties, many of which are beyond our control. These and other important factors, including those discussed under the heading "Risk Factors" in documents of Tradeweb Markets Inc. on file with or furnished to the SEC, may cause our actual results, performance, or achievements to differ materially from those expressed or implied by these forward-looking statements. Given these risks and uncertainties, you are cautioned not to place undue reliance on such forward-looking statements. The forward-looking statements contained in this report are not guarantees of

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