

CME GROUP LTD

Modern Slavery and Human Trafficking Statement

This Modern Slavery and Human Trafficking Statement is made pursuant to Section 54 of the **Modern Slavery Act 2015** (the “Act”). It sets out the actions taken by **CME Group LTD** (“CME Group” or “the Company”) and its relevant subsidiaries to prevent modern slavery and human trafficking in its business and supply chains during the financial year ending **31 December 2024**.

This is CME Group's **eighth annual statement** under the Act.

1. Our Business

CME Group LTD, based in the **United Kingdom**, operates as one of the world's leading derivatives marketplaces. The Company enables clients to trade futures, options on futures, cash and over-the-counter products, manage portfolios, and analyse data — empowering participants globally to manage risk and capture opportunities.

CME Group exchanges offer a wide range of global benchmark products across all major asset classes including interest rates, equity indices, foreign exchange (FX), energy, agricultural commodities and metals.

Key services include:

- Futures and options trading via the CME Group trading platform
- Fixed income trading via **BrokerTec**
- Foreign exchange trading via the **EBS** platform
- Central counterparty clearing via **CME Group Clearing**

As of December 2024, CME Group employed **12 staff** and operated offices in **more than three countries**.

For more information, please refer to our **2024 Annual Report**.

2. Commitment to Human Rights

CME Group is committed to upholding human rights and maintaining a workplace where colleagues are treated with dignity and respect. We have adopted corporate principles and values that oppose the use of forced, compulsory, trafficked or child labour, both within our own operations and across our supply chains.

3. Risk Assessment

CME Group operates in the **financial services and technology** sectors, which are generally regarded as presenting a **low risk** of exposure to modern slavery or human trafficking. This assessment is based on:

- The nature of the products and services we offer
- The geographical locations of our operations (primarily in **France, Belgium, and the United Kingdom**)
- The structure and scale of our supply chains

Our suppliers are generally limited to providers of:

- IT hardware
- Office equipment and consumables
- Technology support and consulting services

We do not manufacture or sell any physical goods.

4. Anti-Slavery Policies and Controls

Although our operations present a low risk, we maintain high ethical standards and comply fully with relevant laws and regulations in all jurisdictions in which we operate. We are committed to ensuring that slavery or human trafficking has **no place** in our business or supply chains.

We operate a **Global Compliance and Ethics Programme**, led by our **Managing Director, Chief Enterprise Risk Management and Compliance Officer**, and overseen by the **Risk Committee of the Board of Directors**.

Key elements include:

- A **Code of Conduct** that applies to all employees
- A **Third-Party Guide to Conducting Business**, outlining expectations for contractors and suppliers
- Ongoing training and awareness campaigns

5. Our People

Our employees are at the core of our business. We are committed to:

- Respecting human rights in employment practices
- Ensuring a diverse, inclusive and supportive workplace
- Providing development opportunities, wellbeing initiatives and fair compensation

Employment decisions at CME Group are based solely on merit and qualifications. We prohibit all forms of discrimination, harassment or unfair treatment. Employees benefit from a range of wellness, health and retirement programmes, supporting their overall work-life balance.

We do not tolerate any form of modern slavery within our workforce and have put measures in place to prevent it.

6. Third-Party Suppliers

CME Group operates a **Third-Party Risk Management (TPRM)** Programme to assess and monitor its suppliers. As part of this programme:

- Enhanced due diligence is conducted on key suppliers
- Screening is undertaken to ensure compliance with **UK and international sanctions**
- Legal agreements require suppliers to adhere to all applicable laws, including those relating to modern slavery and human rights

7. Responsible Sourcing in Our Marketplaces

We have implemented **Responsible Sourcing Guidelines** for precious metals (gold, platinum, palladium, silver) deliverable against our physically settled futures contracts. These guidelines ensure compliance with internationally recognised conflict-free standards.

8. Reporting Concerns

Employees and third parties are **encouraged and expected** to report concerns regarding any suspected modern slavery or unethical conduct. We provide:

- A confidential and anonymous **whistleblowing helpline**
- Clear reporting channels via internal policies and training

All concerns are investigated thoroughly. Where misconduct is confirmed, appropriate **corrective action** is taken. Retaliation against individuals who report concerns in good faith is **strictly prohibited**.

9. Our Continuing Commitment

We will continue to review and enhance our policies and procedures to ensure our business and supply

chains remain free of slavery and human trafficking. This includes engaging with staff and suppliers to raise awareness and promote ethical practices.

10. Board Approval

This Statement for the financial year ending 31 December 2024 was **approved by the Board of Directors of CME Group LTD on 7 May 2025.**

Signed on behalf of CME Group LTD:

Office of the Secretary

CME Group LTD
20 Wenlock Road
London N1 7GU
United Kingdom

Relevant subsidiaries include:

- **BrokerTec Europe Limited**
- **CME Group LTD**