



# 2022 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT





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# A LETTER FROM OUR CHAIRMAN & CHIEF EXECUTIVE OFFICER

“Over the last several months, businesses have experienced some of the biggest global shocks in recent memory. As what were once considered to be 100-year events have become near everyday occurrences, we are committed to helping our clients manage through this new age of uncertainty, where effective risk management is more important than ever. That includes environmental, social and governance (ESG) initiatives.

Though there is debate regarding the role business will play, we at CME Group believe we can make a meaningful contribution by doing what we have done best for nearly 180 years: offering innovative products and services that help our clients around the world to manage risk in every major investible asset class. We will continue to do just that, whether it includes helping market users leverage existing tools, transition to alternatives or developing new offerings as the markets evolve. In addition, within our company, we will remain focused on fostering a culture rooted in diversity, inclusion, well-being and ongoing development for all of our employees across the globe.

This report details how we are advancing our strategies in these important areas and includes our second annual Sustainability Accounting Standards Board (SASB) disclosure index and EEO-1 disclosure.

I am very pleased with the efforts we have undertaken to date, as well as the progress we have been able to achieve on behalf of our clients, our employees and as a global corporate citizen.



A handwritten signature in black ink that reads "Terrence A. Duffy". The signature is fluid and cursive.

**TERRENCE A. DUFFY**  
*Chairman and Chief Executive Officer*



A LETTER FROM  
OUR CHAIRMAN &  
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# ABOUT CME GROUP

As the world’s leading derivatives marketplace, CME Group empowers market participants to efficiently manage risk and capture opportunities by enabling our clients to trade futures, options, cash and OTC markets, optimize portfolios and analyze data. Our exchanges offer the widest range of global benchmark products across all major asset classes, including interest rates, equity indexes, foreign exchange, energy, agricultural products and metals.

## CME GROUP OFFICE LOCATIONS



**NORTH & SOUTH AMERICA:**

- Chicago
- New York
- Calgary
- Parsippany
- Champaign
- São Paulo
- Houston
- Washington, DC

**EMEA:**

- London
- Paris
- Amsterdam
- Zurich
- Belfast
- Luxembourg

**APAC:**

- Singapore
- Seoul
- Bangalore
- Sydney
- Beijing
- Tokyo
- Hong Kong

### 2022 FACTS & FIGURES



**3,460**  
EMPLOYEES



**200+**  
COUNTRIES  
and territories where  
CME Group futures  
and options contracts  
are traded



**23.3**  
MILLION  
contracts in overall  
average daily volume<sup>1</sup>



**\$5.0**  
BILLION  
in revenue

<sup>1</sup> Market statistics, including average daily volume by asset class and product, are available in greater detail at <http://investor.cmegroup.com/volume>



### COMPANY ACCOLADES

Brand Finance’s World’s Most Valuable Exchange Brand (9th consecutive year)

Computerworld’s 100 Best Places to Work in IT (5th consecutive year)

Forbes Best Global Crypto Exchanges

Forbes Blockchain 50 (2nd consecutive year)

FOW Clearing House of the Year

FOW Exchange of the Year for Americas and Canada

Global Capital’s Americas Derivatives Exchange of the Year (2nd consecutive year)

Human Rights Campaign’s Best Places to Work for LGBTQ+ Equality (5th consecutive year)

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# ESG AT CME GROUP

At CME Group, we recognize the dynamic nature of the world in which we operate. As a company that helps our clients manage risk and identify opportunities, we developed a cohesive and actionable strategic framework that includes ESG policies, goals and reporting to help manage our own company’s risks and opportunities. We remain mindful of the needs of our stakeholders and steadfast in our commitment to adapt, advance and execute our ESG strategy.

Our strategy is focused on four key pillars:



Workforce Empowerment



Sustainable Solutions



Community Commitment



Corporate Stewardship



## Prioritizing our material ESG topics

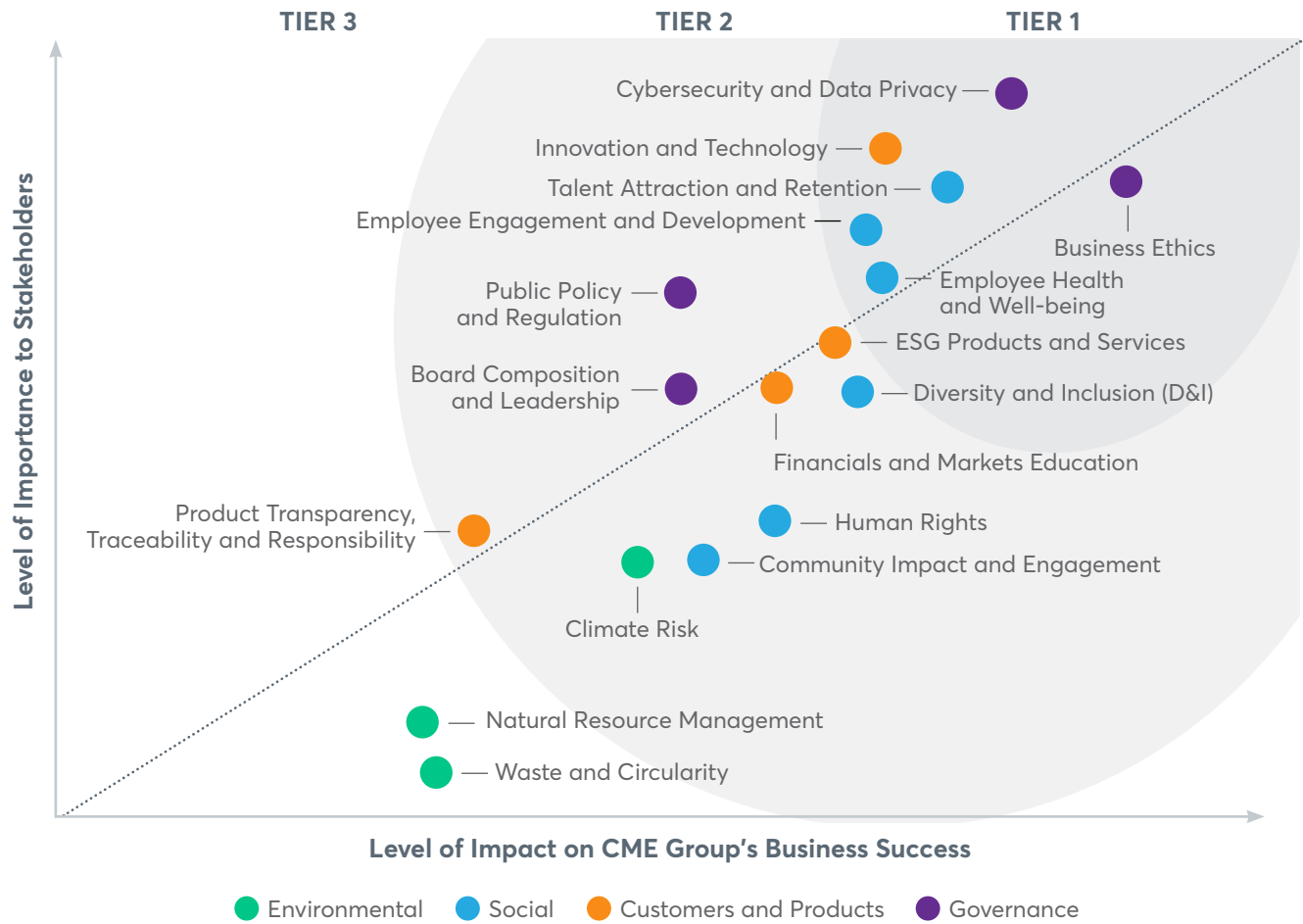
Our ESG strategy is informed by the nonfinancial topics that are of highest priority for our stakeholders and have the greatest impact on the success of our business. We identify these topics through our materiality assessment, which we refresh every few years. In 2022, we refreshed our assessment, first conducted in 2019, to understand how the prioritization of our material topics has evolved and where our stakeholders see ESG-related opportunities and risk for our business going forward.

Our updated assessment involved a peer landscape assessment, analysis of ESG ratings reports and review of the SASB Standards for Security and Commodity Exchanges—all to inform our topic universe. We then issued surveys and/or conducted in-depth interviews with stakeholders including employees, senior members of leadership, investors, clients, policy influencers and business partners to better understand the relative prioritization of these topics.

While we revised our topic list to account for emerging ESG trends and enhanced the definitions of certain topics for clarity, the outcome of our refresh generally reinforced our six Tier 1<sup>1</sup> material topics: Business Ethics, Cybersecurity and Data Privacy, Talent Attraction and Retention, Innovation and Technology, Employee Engagement and Development and Employee Health and Well-being.

For the first time, we are sharing the matrix map of our materiality assessment, as seen below, to illustrate the relative prioritization of these topics. The outcome of our assessment helps us make decisions on how to best allocate resources and where to make investments.

## 2022 MATERIALITY MATRIX



<sup>1</sup> Tier 1 topics are those we believe are critical to the responsible operation and management of our business. Tier 2 topics are those that require additional attention and pose notable risk or opportunity for CME Group. Tier 3 are topics that should be monitored and tracked for rising importance.

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## Upholding strong ESG oversight & accountability

Our ESG Working Group is co-led by Jonathan Marcus, Senior Managing Director and General Counsel, and Anita Liskey, Senior Managing Director, Global Brand Marketing and Communications. The members of our ESG Working Group are committed to advancing our company-wide strategic priorities and ESG objectives. Composed of key leaders across our organization, these individuals bring varied expertise to the cross-functional group, which meets regularly to develop and assess our ESG initiatives.

The Working Group reports to our Chairman and Chief Executive Officer, as well as the Executive Committee of our Board of Directors, to keep them informed on our progress and evolution of our strategy. In addition, the CME Group Board has an active committee structure whereby underlying elements of our ESG program are overseen by various Board committees based on each committee’s role and responsibilities.



JONATHAN MARCUS



ANITA LISKEY

### EXECUTIVE COMMITTEE | CME GROUP BOARD OF DIRECTORS

Chairman & Chief Executive Officer TERRY DUFFY		
Co-Leads JONATHAN MARCUS and ANITA LISKEY		
SUPPORT		
Finance/Investor Relations JOHN PIETROWICZ and LYNNE FITZPATRICK	Strategy DAVID WONG	Compliance/Governance CARRIE DI SANTO and MEG WRIGHT
Human Resources HILDA HARRIS PIELL and FRANCIE SISUL	Communications KRISTIN WOOD	Client Development & Research JULIE WINKLER and OWAIN JOHNSON
Operational Resilience BETHANY NETZEL	Reporting MEG WRIGHT	Products & Services DEREK SAMMANN and PETER KEAVEY
Information Security DAN MANLEY	Facilities KEVIN LENNON	Charitable Giving/ Community Relations KRISTIN WOOD
	Government Relations LINDA RICH and GAVIN PARKE	

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# WORKFORCE EMPOWERMENT



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Our employees have propelled us to unparalleled success in our industry and are our most valuable asset. At CME Group, we work vigilantly to provide a rich employee experience that supports our people throughout their career journeys, and we focus on creating an environment where they feel fulfillment and satisfaction at the company and in their roles.

## WORKPLACE AWARDS



**Computerworld's 100 Best  
Places to Work in IT—**  
5th consecutive year



**Human Rights Campaign's Best  
Places to Work for LGBTQ+ Equality—**  
5th consecutive year



**American Heart Association's  
Workforce Well-Being Platinum  
Recognition<sup>1</sup>**

## EMPLOYEE VALUE PROPOSITION

Our employee value proposition illustrates what we expect from our employees and what a career at CME Group offers in return.

### WHAT YOU GET



### WHAT YOU GIVE



<sup>1</sup> CME Group is proud to have met American Heart Association criteria for Platinum recognition in the Association's Workforce Well-being scorecard. See [www.heart.org/workforce](http://www.heart.org/workforce) for more information.



# ELEVATING EMPLOYEE HEALTH & WELL-BEING IN A CHANGING CORPORATE ENVIRONMENT

Part of what it takes to create an environment where our employees can thrive and do their best work means adapting our company-wide policies and practices to ensure we are contributing to employees' physical, mental and financial well-being.

## Supporting flexible work

We continue to offer a flexible work model for most of our employees, enabling them to collaborate with their divisions and managers to collectively set a weekly schedule of in-office and work from home days to best serve the needs of the business, while maintaining flexibility. We provide guidance and training to managers on best practices for managing flexible work schedules and keeping teams connected, engaged and empowered in our work environment.



## Offering mental health benefits through Lyra Health

We were excited to partner with Lyra Health, a mental health provider, for the first time in 2022. Through confidential support options, including therapy, coaching, unlimited access to a self-care app and other online resources, Lyra assists employees and their family members with navigating issues like stress, anxiety, depression, substance abuse, relationship challenges and much more.

Through this company-sponsored program, employees and their dependents have access to 12 free sessions with a therapist or coach, per year. Sessions can be conducted in-person, virtually or a combination of both. Additionally, Lyra's commitment to diversity, inclusion and belonging and culturally responsive care aligns with our values.



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“Supporting our employees in every stage of their lives is an important way we show how much we value the contributions they make to our business. While we offer many benefits to help our colleagues take care of their physical health, we know that taking care of their mental and emotional well-being is equally important. That is why we are especially pleased to offer a global mental health benefit through Lyra Health.



**HILDA HARRIS  
PIELL**  
Chief Human Resources  
Officer

### Hosting our annual Employee Well-being Week

For our third annual Employee Well-being Week, we placed physical and mental health at the forefront of our conversations and promoted the wide array of support resources and tools that are always accessible to our employees. Over the course of a week in September, colleagues across the globe attended sessions covering a wide range of topics including mindfulness, emotional resilience, financial well-being, relationships and nutrition.

The sessions featured prominent experts including:

**Ariadne Ducas, Founder of Kairos**, which takes a unique approach to building a progressive mindfulness practice

**Russ Rausch, Founder of Vision Pursue**, an app focused on improving mindsets through mental training, mindfulness and meditation

**Joe Flamm, Winner of Bravo’s Top Chef Season 15**



Joe Flamm, Top Chef Season 15 winner, joins CME Group during our annual Employee Well-being Week.

### Providing holistic benefits



#### HEALTH

- Medical coverage
- Dental and vision coverage
- Flexible spending and health savings accounts with a company contribution
- Onsite prevention and screening programs
- Wellness program and incentives
- Fitness club benefits
- Accident, critical illness and hospital indemnity benefits



#### WELL-BEING

- Access to the Lyra Health mental well-being program
- Flexible work model
- Parental leave benefits
- Adoption assistance
- Paid time off
- Paid volunteer day
- Ergonomic evaluations and workstation modifications
- Identity protection benefit
- Life insurance
- Disability insurance and income protection



#### RETIREMENT

- 401(k) plan
- Cash balance pension plan

Listed benefits reflect a high-level overview of our U.S. benefits offering but is not inclusive of all benefits offered. CME Group provides benefits for our employees outside the U.S. that vary by region.



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# FOSTERING A DIVERSE & INCLUSIVE WORKPLACE

At CME Group, we believe that embracing our differences enables us to be a more innovative, resilient and customer-focused organization, making our business and our culture that much stronger. Our approach to D&I encompasses our efforts to promote equal opportunities and representation of diverse backgrounds, races, ethnicities, genders and identities within the workplace and in the broader marketplace. We have underscored our commitment to D&I by incorporating it into our corporate goals, with our Chief Human Resources Officer providing our senior management and Board of Directors with regular updates on our progress.

In 2022, we filled a key role to support our D&I efforts. Our new Director of D&I works with our Chief Human Resources Officer to support our D&I initiatives. Together, they lead our D&I Council, which is a cross-functional group comprised of employees and members of our Management Team passionate about advancing our D&I strategy, and who ensure we have the right resources in place to support and grow our diverse employee population. The D&I Council partners with key executives to introduce new initiatives and partnerships that help us reach our corporate goals, engage and attract diverse talent and create a more inclusive environment for our colleagues globally.



2022 D&I highlights:

Talent acquisition partnerships:



Continued to sponsor and host a **Tech Talk** series with student organizations, including Black, Indigenous and Latinx in Tech, Girls in Electrical Engineering and Computer Science and National Society of Black Engineers. These talks also gave students visibility into our internship program.



Kicked off a partnership with **WayUp**, a recruiting tool and database of over 6 million users that specializes in sourcing diverse candidates with 0-5 years of experience. In addition to having a company profile that highlights our business, culture and what makes CME Group a great place to work, we've utilized the platform to host nationwide virtual events such as a Women in Technology Tech Talk that showcased the careers of three female senior leaders in our Technology Division.



Continued our membership with the **Chicago Tech Talent Alliance**, a coalition formed by non-profit P33 that aims to transform Chicago into a tier one technology and innovation hub and promote inclusive economic growth. P33 brings together industry leaders to discuss local insights and data from across the sector and supports companies with solutions on bridging the gap between students, the community and tech careers. In 2022, we attended the Tech Chicago Career Fair that was geared towards underrepresented minorities from over 30 local universities.



Partnered with the **Posse Foundation**, a national organization that supports Black and Latinx students through college. Posse Foundation students are eligible for the CME Group Technology Fellowship program, which has a strong track record of preparing young talent for our Software Engineering Internship the following year. The Technology Fellowship program offers a hands-on approach to developing technical skills and focuses on promoting learning and career development.

Mentoring & coaching:



Extended our **D&I mentoring pilot program**, to 90+ mentor/mentee pairs sourced from our Employee Resource Group (ERG) population. For more information on this program, see our [2021 ESG Report](#).



Delivered **Career Assessment Workshops** to help employees outline their career journeys.

“As a former Technology Fellow and Posse Scholar now working full-time at CME Group, I love interviewing candidates for those programs, sharing my perspective and seeing others have the same opportunities CME Group gave me.



MARCEL ALFONSO GARCIA

Software Engineer II



Rolled out a new **ERG toolkit** to better support our ERG leaders and hosted various ERG-sponsored events throughout the year (e.g., Black History, International Women's Day, Asian American Pacific Islander History, Earth Day, PRIDE and Hispanic Heritage) to help bring awareness and educate employees about their colleagues' backgrounds and experiences.



Launched our **“Leading Inclusively in Challenging Times” training module** to help our senior leaders build on their D&I foundational education, deepen their understanding of what it means to lead inclusively, heighten their appreciation of the unique role and responsibilities of a leader today and apply these learnings to create safety and trust for their teams and peers. Themes covered:

- Evolving pandemic conditions
- Emerging economic conditions
- Feelings of loss and uncertainty
- Mental health struggles
- The realities of disparities in our societies
- Political polarization and heated viewpoints
- Practical solutions on how to bring teams together

In 2022, nearly 60% of our senior leaders completed the course, and we continue to offer it in 2023 to encourage further participation from this group.

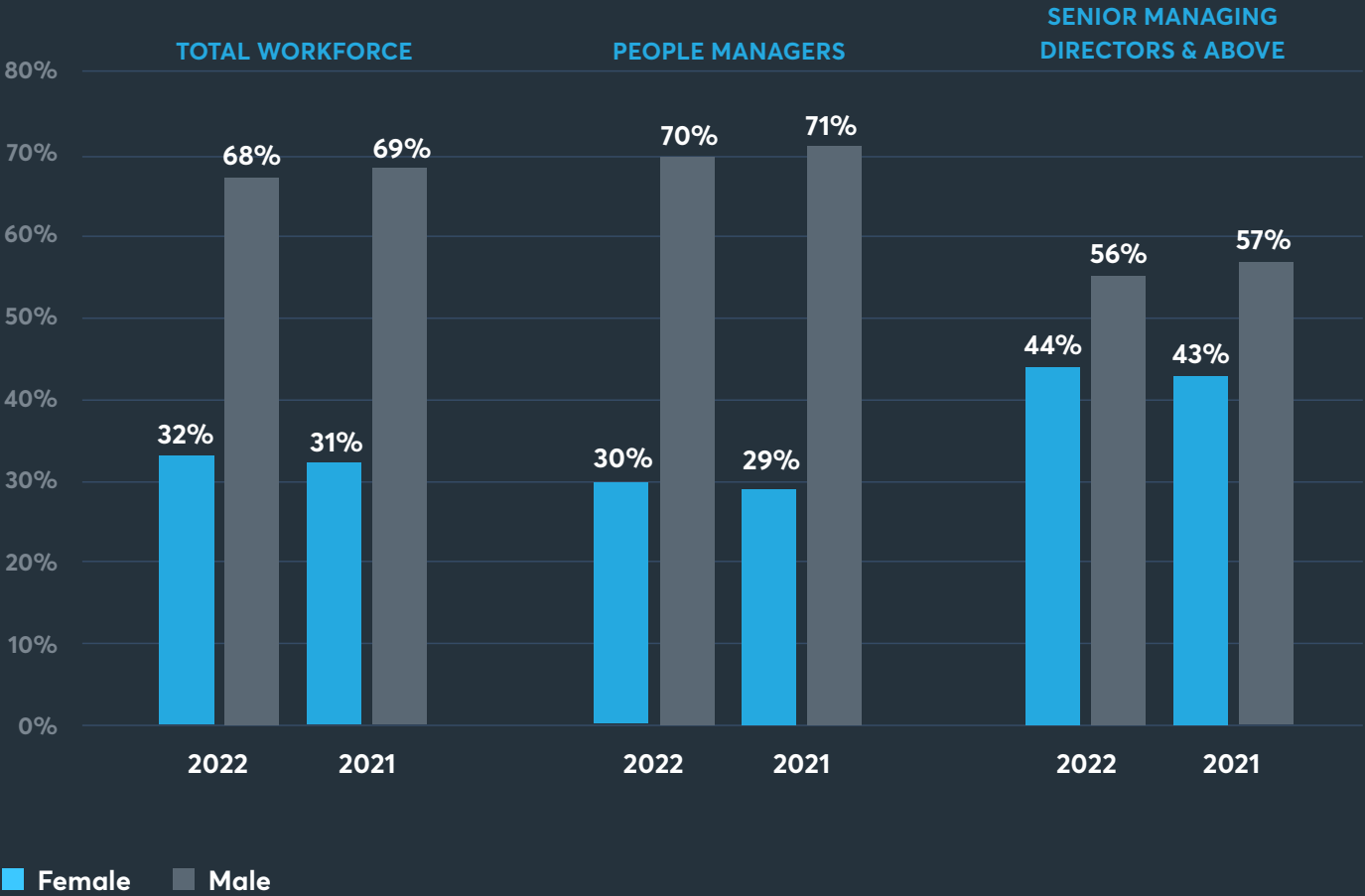


## Benchmarking our global workforce

A critical component of our approach to building a diverse workforce is measuring and disclosing our progress. The following provides a snapshot of our global workforce at the end of 2022 and a prior year comparison.



U.S. ETHNICITY	2022	2021
American Indian or Native Alaskan	0.1%	0.1%
Asian	23.7%	22.8%
Black or African American	5.9%	6.4%
Hispanic or Latino	6.3%	6.2%
Native Hawaiian or other Pacific Islander	0.1%	0.1%
White	54.7%	55.9%
Two or More Races	1.6%	1.5%
Not Reported	7.6%	7.0%




To further enhance our transparency, we have published our Equal Employment Opportunity (EEO-1) data for the U.S. [here](#).




## Encouraging connection through our employee resource groups

To nurture our diverse workforce, we support and promote our ERGs, which are environments where employees can examine critical issues within our communities and find connection with colleagues through shared professional and personal interests. Currently, we have 11 ERGs that span various identities and backgrounds. In 2022, we introduced our newest ERG, Differently Abled Workforce Network (DAWN), and our ERGs hosted more than 80 education, career development, wellness and volunteer events throughout the year.


### Our ERGs in 2022




**Black Organization for Leadership & Development (2016):** BOLD strives to advance development, leadership and career opportunities for Black employees and employees of African heritage by providing a network and support system to enable success for themselves, their company and the community.




**Fulfillment, Lifestyle, Openness & Wellness (2019):** FLOW supports employees' health, happiness and self-worth. The group unites employees who share a mutual passion for and interest in health and well-being.




**Service Members & Veterans (2015):** SERVE provides a forum for military veterans and service members to build relationships, explore professional development opportunities and promote education around topics affecting veterans.




**Connecting Asia Network (2020):** CAN creates a platform for employees across regions to connect, contribute and network. The group encourages efforts to diversify our employee base, in addition to promoting education around Asian culture and heritage, and the role APAC plays in our global business.




**Hispanics Organizing for Leadership & Achievement (2016):** HOLA provides a platform for the LatinX and Hispanic community to contribute to the success of CME Group through leadership, development and networking opportunities.




**Sustain & Enhance our Environmental Direction (2014):** SEED advocates for greater environmental sustainability within CME Group, helps promote our corporate social responsibility efforts and seeks ways to better manage the company's sustainability risk.




**Differently Abled Workforce Network (2022):** DAWN is focused on providing support and awareness for CME Group colleagues, family members and friends living with diverse physical and mental abilities.




**LAUNCH (2014):** LAUNCH supports employees who are early in their career, new to CME Group or the derivatives industry or who have a general interest in meeting others.



**Women's Initiative Network (2012):** WIN is a community supporting women of all titles, ages and geographic locations that offers support, guidance, direction and networking.



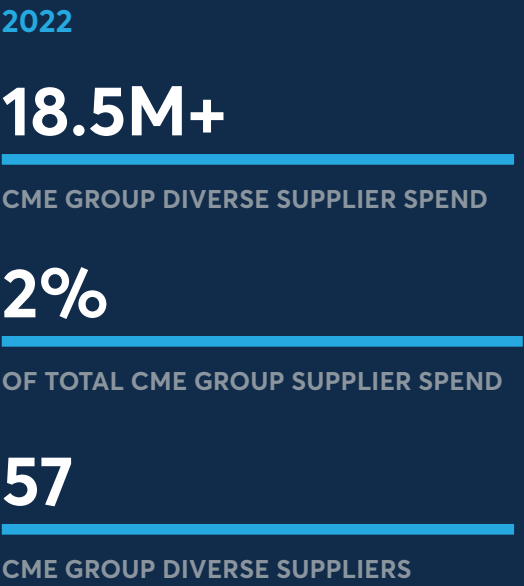
**Promoting Rights, Inclusion, Diversity & Equality (2015):** PRIDE focuses on LGBTQ+ topics, helping to ensure that CME Group is at the forefront of recognizing, retaining and providing for its entire diverse workforce.



**Women in Technology (2020):** WIT is a community supporting female information technology employees, helping them further develop their careers at the company and network with colleagues of similar interests—professionally and personally.

## Increasing supplier diversity

Our supplier diversity program was initiated in 2021 to create an established framework, including monitoring of spend, with the goal of increasing our use of qualified diverse suppliers. Throughout 2022, we continued to increase our spending and support of diverse suppliers. Our procurement team entered into partnerships with external diversity associations like [U.K. Minority Supplier Diversity Council](#) and [Women's Business Enterprise National Council](#) to understand their resources and leverage their capabilities to develop relationships with diverse suppliers. As a result of this program, we spent more than \$18.5 million with diverse suppliers in 2022, representing 2% of our total supplier spend. We are committed to identifying more opportunities to engage and onboard additional diverse suppliers where feasible.





# ENGAGING OUR EMPLOYEES

To keep a pulse on the perspectives of our workforce, we sponsor regular employee engagement surveys and track our performance metrics: voluntary turnover, open role placement and internal promotions. These efforts help us identify new ways we can inspire, support and motivate our employees.

**10.2%**  
**VOLUNTARY TURNOVER**  
(10.4% IN 2021)

**43.7%**  
**OF OPEN ROLES FILLED WITH INTERNAL CANDIDATES**  
(53.5% IN 2021)

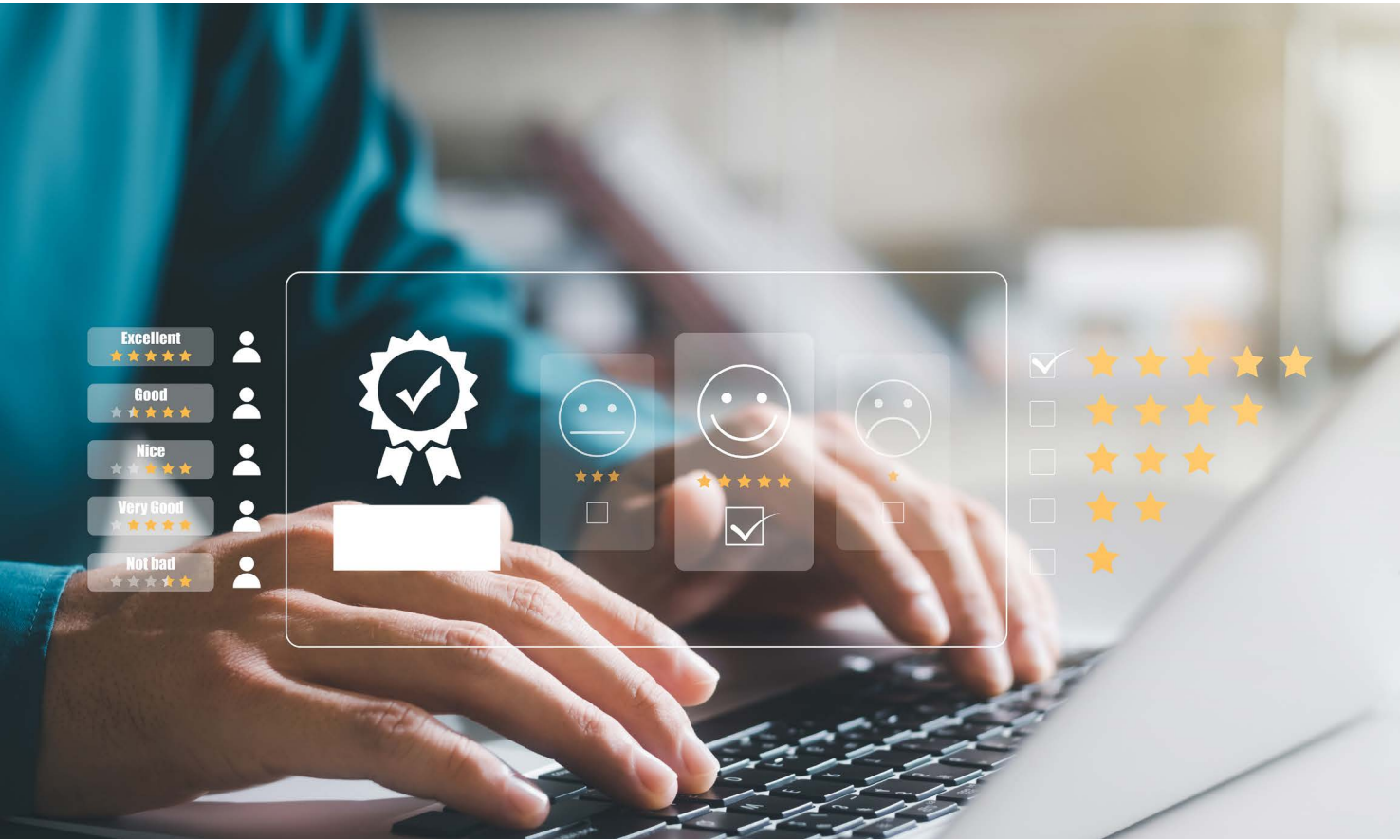
**21.5%**  
**OF EMPLOYEES PROMOTED**  
(11.6% IN 2021)

## Hearing from our employees

The primary avenue through which we collect employee feedback is our employee experience survey, which allows us to better understand the evolving needs of our workforce and identify opportunities to help bridge the gap. Our 2022 survey achieved a 79% participation rate and indicated that our employees feel positively about a number of factors in their day-to-day experiences, with an overall engagement score of 72%.

We value the feedback our employees provide and prioritize being transparent about what the results tell us. Detailed division and department breakdowns are shared with the appropriate leaders so they can explore them in detail with their respective teams and identify areas of opportunity to increase employee engagement with assistance from Human Resources. When sharing the findings with our workforce, we proactively present resulting actions and solutions, particularly for areas with lower engagement or higher turnover, to demonstrate our commitment to listening to our employees. In doing so, we believe we can help boost employee morale and contribute to a more open and transparent culture.

## THIS YEAR'S RESULTS REVEALED THE FOLLOWING:



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## Managing workforce performance

A vital component of career development at CME Group is providing a space for managers and their direct reports to discuss constructive feedback and set intentional development goals. Our performance review process allows employees to work with their managers to reflect on past performance and collaborate and align on strengths, areas of opportunity and prioritized performance goals. We also have mid-year check ins and year-end reviews as additional touchpoints that allow employees and managers to engage with one another to achieve their full potential.

## Training & developing our talent

To ensure employees can act on the feedback and performance goals from our performance review process, we provide a variety of avenues to grow their expertise beyond their regular work responsibilities and collaborate with industry-leading experts.

Examples of these offerings include:



Tuition assistance for continuing education costs.



Access to LinkedIn Learning courses and a constantly evolving suite of instructor-led virtual courses covering a wide range of disciplines including technical and professional skills.



Comprehensive industry education that provides a strong understanding of our products and services, technology, global client base, corporate strategy and industry issues and trends.



Integrated series of leadership development programs to prepare employees for each stage of their careers.



Access to the Workday talent management portal where employees can highlight their work achievements, share their career aspirations with their managers and build meaningful career development plans.



Professional and executive level coaching opportunities for our high performers.

## Partnering with Google Cloud for new learning & development opportunities

We are committed to building the technical skills of our talented employees whenever possible. This is an important goal of our 10-year partnership with Google, announced at the end of 2021, to take our technology infrastructure and markets to the cloud. This not only represents an exciting technical challenge but also a shift to a new product operating model that will bring our business and technology teams closer together to focus on delivering new value and efficiencies to our clients. Through this partnership, we can tap into Google's engineering teams and culture of innovation to enhance our own capabilities.

This partnership creates enormous opportunities for our employees to participate in new and exciting work that increases their skill sets and marketability in the process.

\$1.5+

MILLION

spent on cloud technology training and certifications in 2022



# SUSTAINABLE SOLUTIONS

## INNOVATING FOR A SUSTAINABLE FUTURE

Innovation has always been a driving force for CME Group. As financial and commodity markets evolve, and investors seek products and services to help manage risk that increasingly incorporates sustainability and ESG considerations, we continue to innovate to meet these emerging needs and the diverse business goals of our global client base.

In 2022, we continued to expand our products and services to provide new environmental offerings:



Our E-mini S&P 500 ESG futures set new records in 2022, with volumes 47% higher year-over-year and open interest up 12%, reinforcing its position as one of the world’s most widely used ESG equity futures contracts.



We saw activity levels in our voluntary carbon futures suite grow nearly 350% from 2021 to reach more than 200,000 contracts in 2022. We also launched three new contracts with CBL, a global energy and environmental commodity exchange platform—adding to the two contracts listed in 2021. These futures contracts help clients manage risks associated with voluntary decarbonization strategies.



Our bioenergy futures remain highly active, providing market participants with a tool to manage price risk in renewable transport fuels.



Our battery metals suite continued to experience strong growth, supporting risk management needs in the fast-growing electric vehicle segment. Virtually all risk management for battery metals now takes place on CME Group markets.





# EXPANDING GLOBAL EMISSIONS OFFSET FUTURES

In 2022, trading in our carbon offset products surpassed more than 200,000 contracts traded (equivalent to 200 million metric tons of CO2 traded). We launched three new voluntary carbon offset contracts: CBL Core Global Emissions Offset (C-GEO) futures, CBL Global Emissions Offset Trailing (C-GEO-TR) futures and CBL Nature-Based Global Emissions Offset Trailing (N-GEO-TR) futures.

These new products built upon the ongoing success of the voluntary carbon offset products launched in 2021: Global Emissions Offset (GEO) futures, the first standardized contract for carbon offsets across multiple project types and geographies, and Nature-Based Global Emissions Offset (N-GEO) futures, which relates to agricultural, forestry and other land-use projects.



## OFFSETS TRADING & DELIVERY



“The evolution to a more sustainable economy presents new risks and opportunities as different entities and governments adapt to rapid changes in policy, technology and consumer preferences. CME Group is committed to providing solutions that will allow the global economy to better manage these risks, which will help advance strategies essential for the transition.



**PETER KEAVEY**  
Managing Director, Energy and Environmental Products



## COLLABORATING WITH INDUSTRY PARTNERS

Collaboration with key industry organizations and participation in industry initiatives is instrumental to developing market-wide approaches that advance sustainable markets.

For example, we are a founding member of the derivatives network of the United Nations (U.N.) Sustainable Stock Exchanges (SSE), an initiative to build the capacity of stock exchanges and securities market regulators to promote responsible investment in sustainable development.

In 2022, our Managing Director of Research and Product Development, Owain Johnson, participated in a panel alongside other SSE partner exchanges during the annual U.N. climate meeting, COP27, in Sharm El Sheikh to discuss the role CME Group plays in providing innovative climate solutions, including voluntary carbon offset futures.

In addition to the SSE, our representatives actively participate in the following working groups, committees and taskforces:



The World Federation of Exchanges' Sustainability Working Group and its ESG Definitions Subgroup



The International Regulatory Strategy Group's ESG Workstream



The Taskforce on Scaling Voluntary Carbon Markets



The International Organization of Securities Commissions (IOSCO) Affiliate Members Advisory Committee and its Sustainability Task Force



Futures Industry Association's U.S. Commodities Climate Risk Working Group

For more information on our industry participation, see [Corporate Stewardship](#).

“ It was inspiring to meet so many people from all over the world who are dedicated to improving the prospects for our environment. CME Group's presence demonstrates the crucial role we play in offering price discovery and risk management for environmental projects, whether in voluntary carbon, battery metals or bioenergy.



**OWAIN JOHNSON**

*Managing Director of Research and Product Development*





## CULTIVATING A CULTURE OF TRANSFORMATION

We have long played a pivotal role in developing groundbreaking solutions for the derivatives marketplace. For the past eight years, the CME Group Innovation Lab has driven structured, collaborative and inventive thinking around how to create additional value for our clients and business.

Engaging colleagues across all levels, departments and functions of our organization, the focus of the Lab remains on differentiating CME Group by keeping a pulse on market needs and responding accordingly. Specifically, we are exploring opportunity areas including data, analytics, AI/ machine learning, APIs and risk management.

In 2022, we continued to expand our focus to find inventive, new industry and client solutions. For example, as part of our partnership with Google, we are jointly innovating in areas that enhance our clients' abilities to participate in our markets and utilize our ever-expanding offerings to recognize significant improvements and benefits. This includes engaging with our clients throughout proof-of-concept phases related to our Google Cloud Platform initiatives so we can solicit and incorporate their feedback from start to finish, creating an even stronger partnership and dialogue.

### EMPLOYEE INNOVATION PROGRAM

Our Employee Innovation Program recognizes colleagues by providing cash incentives to those who apply for and are issued patents. In 2022, CME Group employees received a total of 80 new patents with awards made under our innovation program totaling more than \$270,000.

**80**  
NEW PATENTS  
in 2022

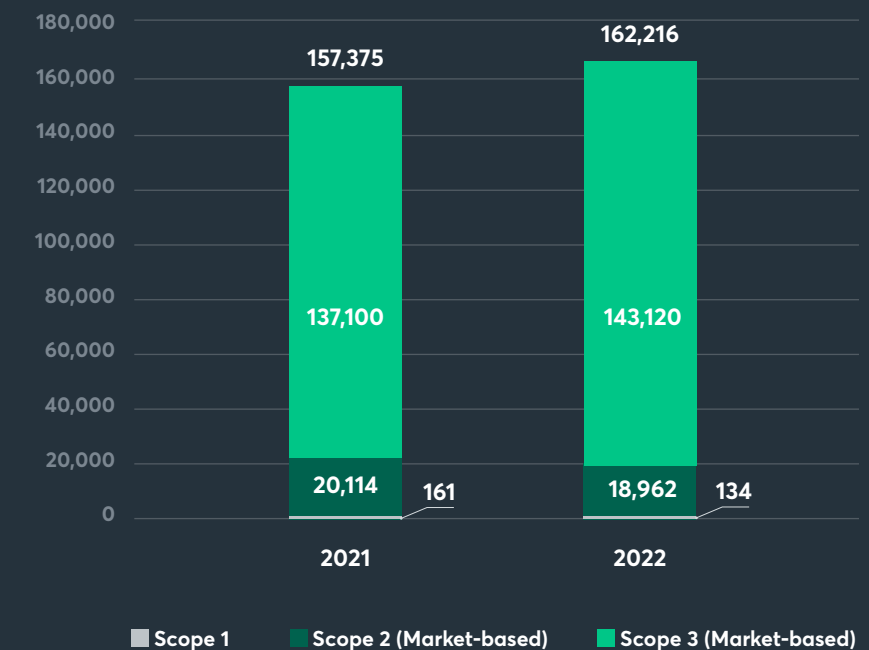
**760+**  
PATENTS  
since inception

**\$3.87**  
MILLION  
awarded to employees  
since inception

## PROMOTING SUSTAINABILITY THROUGHOUT OUR OPERATIONS

We analyze climate risk exposure and assess our business resilience to anticipate, prepare for and respond to climate events and low-carbon policy evolution. This includes the management of our energy usage and greenhouse gas (GHG) emissions. Our 2021 and 2022 GHG inventories inform our GHG reduction strategy and were conducted in accordance with the GHG Protocol and U.K. SECR mandated reporting. We measured all material Scope 1, 2 and 3 categories, and consistent with best practice, we reported both location-based and market-based methods. For our full 2022 GHG Inventory, see the [Appendix](#).

### GLOBAL GHG EMISSIONS<sup>1</sup> (MT CO<sub>2</sub>e)



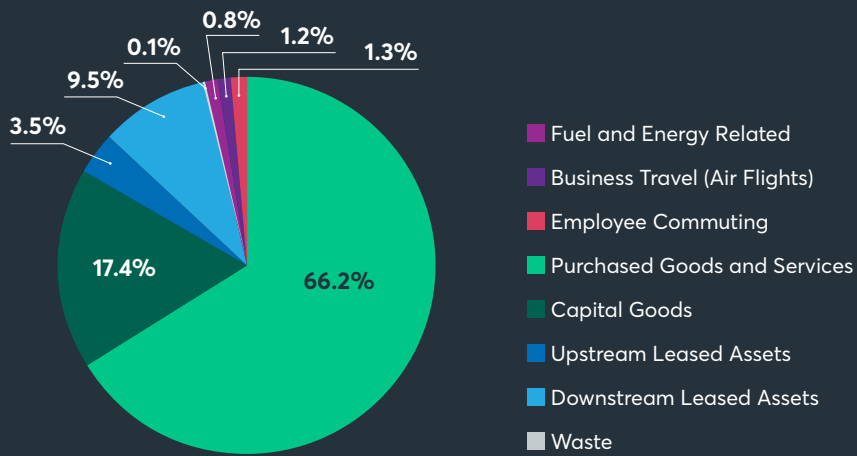
<sup>1</sup> The chart reflects year-to-year comparison that is consistent as possible but is not an exact like-for-like comparison given data limitations in 2021.



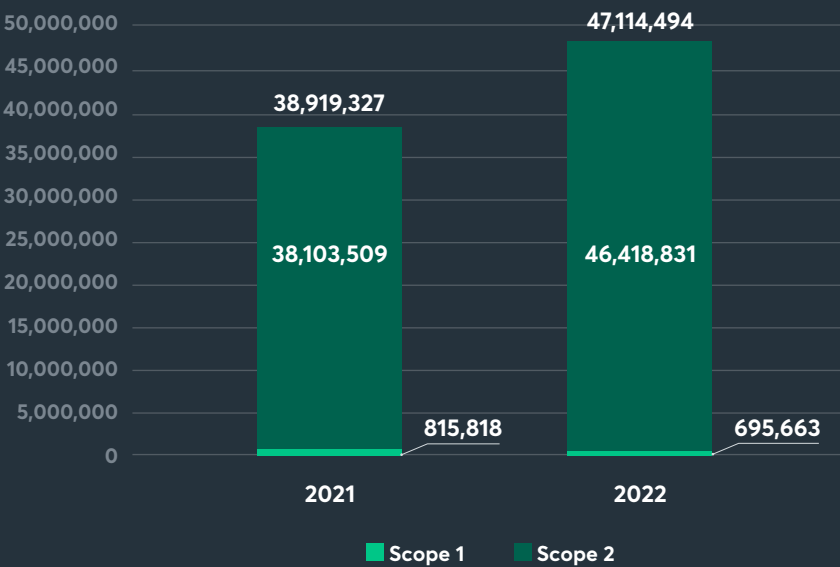
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SCOPE 3 EMISSIONS (MARKET-BASED)

Scope 3 emissions are the result of activities from assets CME Group does not own or control, but indirectly impact our value chain.



ENERGY CONSUMPTION BY SCOPE (KWH)<sup>1</sup>



FACILITIES

We carefully manage our impact in owned spaces and work with site owners to manage and reduce our environmental impact in leased locations.



OF OUR OCCUPIED OFFICE SPACE IN BUILDINGS HAS LEED, BREEAM OR OTHER SIMILAR GREEN CREDENTIALS.



OF OUR OCCUPIED OFFICE SPACE HAS COMPOSTING PROGRAMS, IN ADDITION TO OUR ONGOING RECYCLING EFFORTS ACROSS OUR LOCATIONS.

<sup>1</sup> Scope 1 includes natural gas and diesel; Scope 2 includes electricity purchased.



# COMMUNITY COMMITMENT

We are committed to making a positive impact on the communities in which our team members live and work by contributing to a number of charitable organizations. In 2022, we donated more than \$8.3 million through:



**The CME Group Foundation**, which is a 501(c)(3) organization that provides funding and resources to empower future generations through education, equipping today's students for tomorrow's challenges.



**The CME Group Corporate Giving Program**, which provides employees with an opportunity to support causes they care about in their communities, and also includes our annual charitable support of St. Jude Children's Research Hospital through the CME Group Tour Championship.



CME Group Bangalore employees volunteering.

## MAKING AN IMPACT IN OUR COMMUNITIES

Some highlights from 2022 of our ongoing charitable engagements through the CME Group Foundation and the CME Group Corporate Giving Program include:

Funded the initial installment of our **\$1 million five-year commitment** to The Obama Foundation to support programming for Chicago youth.

Provided **\$875,000 in grants to 24 nonprofit organizations** focused on expanding access to computer science for middle school students.

Awarded more than **\$650,000 in scholarships**.

Aggregate support of **\$500,000** over the last five years to the George W. Bush Foundation for research on school leadership and its impact on schools.

Contributed **nearly \$300,000 in matching gifts** to charities around the world.

### 2022 COMMUNITY HIGHLIGHTS

# \$8.3+

**MILLION**  
in total giving

# \$650+

**THOUSAND**  
in scholarships

# ~\$300

**THOUSAND**  
in matching gifts

# 340

**PAID DAYS OFF**  
utilized by employees for volunteering

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# EMPOWERING YOUTH THROUGH THE CME GROUP FOUNDATION

The CME Group Foundation contributes to the creation of a workforce for the future that is equipped with the skills needed to meet tomorrow’s global challenges. The Foundation provides students with the tools and resources they need to achieve their full potential and keep pace with dramatically evolving technology.

Specifically, the CME Group Foundation is focused on the following priorities:

-  **Helping students from low-income families succeed in college and their careers.**
-  **Ensuring children who are typically underrepresented in STEM have access to programs and resources in STEM pathways.**
-  **Providing K-12 students who are typically underrepresented with computer science and financial education.**
-  **Supporting families and early learners who are preparing for kindergarten.**

## Expanding our grant program to new causes

In 2022, the CME Group Foundation allocated \$6 million in grants to universities, school districts and nonprofit organizations that work to improve outcomes for underserved students.

Notably, the CME Group Foundation explored a new strategy in 2022 related to violence reduction and intervention. As part of this expansion, the Foundation administered a grant to Chicago Public Schools to help pilot a program designed to re-engage high-risk students who disconnected from school during the pandemic. As a result of this pilot, the State of Illinois granted Chicago Public Schools \$16.2 million to continue the program in the coming years.

Overall, the CME Group Foundation allocated the following across its giving priorities in 2022:



**\$1.80**  
**MILLION**  
Higher education, college and career success



**\$1.80**  
**MILLION**  
K-12 education



**\$1.68**  
**MILLION**  
Early childhood education



**\$400**  
**THOUSAND**  
Special opportunities



**\$300**  
**THOUSAND**  
Violence reduction and interventions

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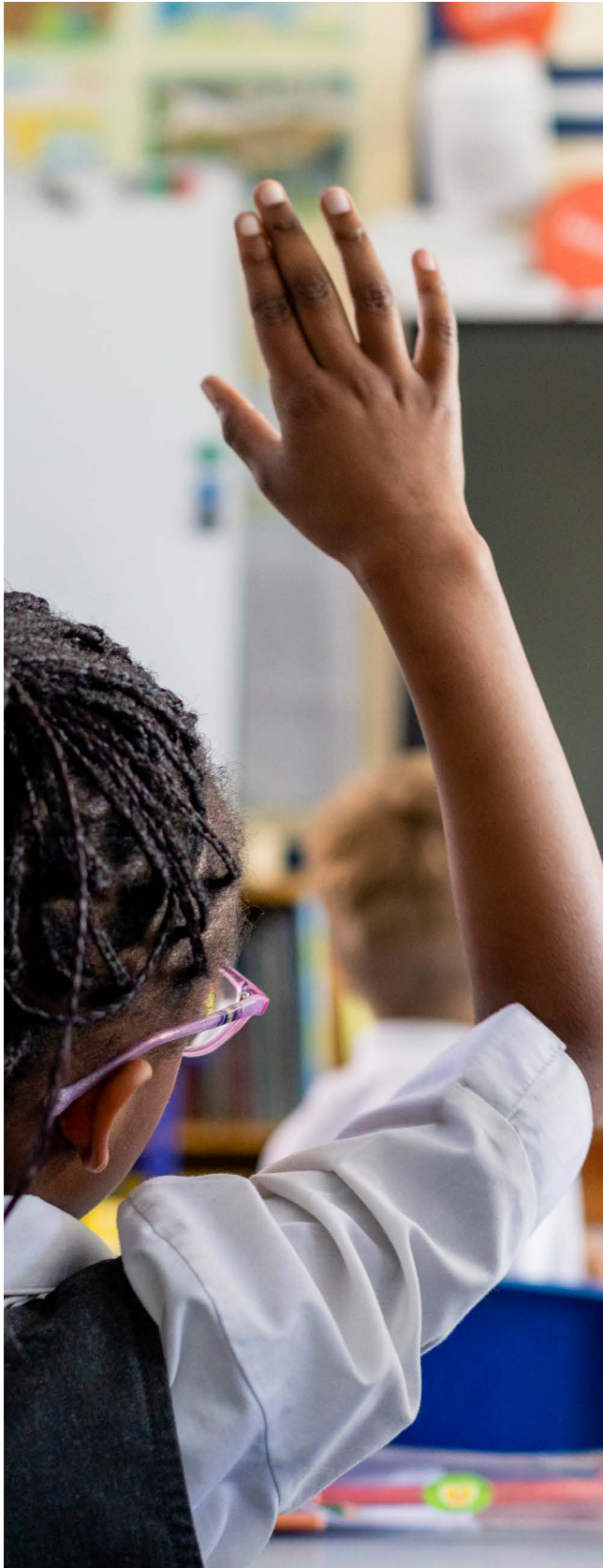
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The following table provides a breakdown of one-time and multi-year grants initiated by the CME Group Foundation in 2022.

Program	Grant	Grant Impact
Early Childhood Education		
Something Good in Englewood/Little Angels Learning Center	\$75,000	One year to provide mental health support to preschoolers and their families
Latino Policy Reform	\$100,000	One year to build early childhood educator pipelines, focused on English learners and bilingual students
Northwestern University	\$150,000	Over two years for a research study on the impact of Chicago's universal pre-K rollout
K-12 Education		
CSEdResearch.org	\$100,000	Over two years to study CME Group Foundation computer science grantees and create recommendations for next steps
Illinois Science and Technology Institute	\$50,000	One year for STEM Challenge and the 6x3 Project Series
University of Illinois—Discovery Partners Institute	\$25,000	One year for Discover Computing Program
Children First Fund—Chicago Public Schools Foundation	\$125,000	One year for Robotics: Middle School to High School Pathways Program
College & Career		
Scholarship America	\$600,000	Annual funding of the CME Group Foundation Scholars Program
Hope Chicago	\$75,000	One year to fund Student Success Coach and provide scholarships to five Chicago Public Schools (CPS)
National Louis University	\$100,000	Over three years to support multi-year cohort of College and Career grantees

The full list can be found at [cmegroupfoundation.org](https://cmegroupfoundation.org).



## Advancing opportunities through the CME Group Foundation Scholars Program

One of our key initiatives to further youth education and support underrepresented communities is our CME Group Foundation Scholars Program. In 2022, we sponsored scholarships for 33 Black and LatinX college students majoring in finance, technology or a related field among our 11 partner colleges and universities in Illinois to further their education. These scholarships support students from sophomores to seniors, as well as students earning their master’s in finance degrees.

Participating Scholars also receive access to fellowship and internship opportunities, in addition to being encouraged to apply for full-time jobs at CME Group upon graduation. In 2022, a number of the CME Group Foundation Scholars participated in our internship program. Additionally, four Scholars were hired into full-time roles within the company.

Our employees also play a tremendous role in the Foundation Scholars Program by reviewing applications for potential Scholars, speaking on panels for the Scholars, holding resume review workshops and more.

Creating these opportunities is just one way that we are driving talent acquisition and career development practices aligned with our diversity and inclusion objectives.



CME Group Foundation Board Member, Howard Siegel, with a Scholar.

Since 2019, the CME Group Foundation Scholars Program has awarded:

**\$2.5**  
**MILLION**  
in scholarships to 69 students.

“The CME Group Foundation Scholarship means being able to focus on my studies rather than work multiple jobs to cover tuition. After I graduate, I plan to continue studying for (and pass) my financial certification exams while strengthening my technology skills.



**AIAH RADWAN**  
CME Group Foundation Scholar, University of Illinois Urbana-Champaign, Class of '23





# STRENGTHENING OUR COMMUNITIES THROUGH CORPORATE GIVING

Complementing the work of the CME Group Foundation, our Corporate Giving Program expands the reach of our philanthropic efforts and community investments by engaging our workforce to contribute to programs and causes that are meaningful to them.

## Encouraging employee giving

Our Matching Gift Program matches gifts to eligible charitable organizations of \$25 or more, up to \$1,500 per calendar year per employee. In 2022, we contributed nearly \$300,000 in matching gifts across the global communities where we live and work.

Additionally, each of our 11 ERGs is allocated \$5,000 annually to donate to a charitable organization aligned with their interests.

Select ERG charitable recipient organizations from 2022 included:

Action Mental Health

Boys and Girls Club  
of Chicago

Dress for Success

Howard Brown Health

Mujeres Latinas en  
Acción

Tragedy Assistance  
Program for Survivors

UNICEF

World Land Trust

“ I appreciate that the CME Group Matching Gift Program supports not only charitable organizations in the U.S., but also those in other regions. It reinforces that the company values diversity and the importance of being a good corporate citizen globally.



JESSICA LEUNG  
Market Regulation,  
Hong Kong



## Volunteering our time

For the first time since the pandemic began, our employees were able to resume volunteering in-person at company-sponsored events. Our global colleagues were thrilled to re-engage with their local communities in the following ways:



CME Group London employees volunteering at the Newham University Hospital Rainbow Centre.

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**Bangalore:** Employees continued advancing our relationship with [Akshaya Patra Foundation](#), a group that strives to eliminate classroom hunger by providing fresh and nutritious lunches to students in government schools and government-aided schools. Volunteers organized clay lamp painting, paper lamp making and rangoli (floor art) competitions for over 100 children at a government school.



**Belfast:** Employees partnered with the [Action for Children](#) annual toy drive to provide gifts for low-income children and their families in the U.K.



**Chicago:** Employees spent afternoons sorting food donations for [Nourishing Hope](#), an organization focused on eliminating hunger and poverty in Chicago, and packing hygiene kits for [The Night Ministry](#), an organization whose mission is to provide human connection, housing support and health care to unhoused community members across Chicago.



**London:** Employees visited the [Newham University Hospital Rainbow Centre](#) and converted the hospital play area into a Winter Wonderland for children who were too sick to be home for the holidays. Gifts for the children were also generously donated by CME Group employees.



**Singapore:** Employees partnered with [SPD](#), an organization that provides therapy and various support offerings to those living with physical, sensory and learning disabilities. The group took elderly clients of SPD, many of whom require wheelchairs due to mild or moderate impairments, to the S.E.A. Aquarium and to a local restaurant for lunch.



## Supporting St. Jude through our annual CME Group Tour Championship

Throughout the 2022 Ladies Professional Golf Association (LPGA) season and culminating in the season-ending CME Group Tour Championship, CME Group donated over \$1 million to St. Jude Children’s Research Hospital, supporting its mission of ensuring no family ever receives a bill for treatment, housing or travel when caring for a sick child.

We support St. Jude throughout the LPGA season in multiple ways, including our Score 1 for St. Jude initiative. Through this effort, we donated \$20,000 for every hole-in-one made on the LPGA tour during the 2022 season. We also hosted a charity concert featuring Keith Urban at the CME Group Tour Championship and held an online auction to benefit St. Jude.

Through our support of women in business and women in sports, our tournament rewards world-class golfers while also creating more equity within the sport. We are honored to recognize St. Jude for the critical work they do every day to save lives and ensure brighter futures.

## Making college attainable through Chicago Star Scholars Program

For the sixth consecutive year, we helped make college more affordable for graduates of Chicago Public Schools through our longstanding partnership with the City of Chicago. In partnership with Chicago Mayor Lori Lightfoot, we selected 22 Star Scholars to receive a \$5,000 scholarship paid over two years to advance their pursuit of achieving a bachelor’s degree in accounting, business management, finance, economics, business or a STEM-related major at one of the Chicago Star Scholarship Program colleges or universities. All award recipients must be recent graduates from the City Colleges of Chicago with a cumulative GPA of 3.0 or higher. The Star Scholarship Program at City Colleges of Chicago has helped more than 12,500 CPS graduates pursue their degree debt-free.

“With CME Group’s generous support, our students are better able to pursue their education goals and dreams. We are grateful for their partnership and shared mission that is transforming lives through education.

JUAN SALGADO  
Chancellor of City Colleges of Chicago



\$200  
THOUSAND  
in special donations to assist  
in the rebuilding efforts

The CME Group Tour Championship is located in Naples, FL., which, along with the surrounding Southwest Florida area, was devastated by Hurricane Ian in 2022. To show our support, we announced special donations of \$100,000 to both the Collier County Community Foundation and Collier County 100 Club to assist in the rebuilding efforts and provide financial assistance to those impacted by the devastation, including those on the front lines. We also invited several hundred local first responders, including the men and women from local fire and police departments as well as medical professionals and more, to be our guests at the Keith Urban charity concert.

CME Group Chairman and Chief Executive Officer, Terry Duffy, at our annual CME Group Tour Championship event for St. Jude.

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# INCREASING FINANCIAL EDUCATION WITH FUTURES FUNDAMENTALS

Launched by CME Group in 2015, Futures Fundamentals is an industry-wide education initiative designed to simplify and explain complex market topics. In partnership with other industry organizations, Future Fundamentals is a 501 (c)(3) organization that provides online resources for derivatives education including interactive tools, a trading simulator and curriculum for a wide variety of audiences. The goal of the site is to make financial education an engaging experience for anyone, regardless of how well versed they are in finance.

In addition to Futures Fundamentals, we offer the [Econ Essentials program](#), a collaboration between Futures Fundamentals and Discovery Education that provides teachers with resources to explain basic economic principles through real-world applications.

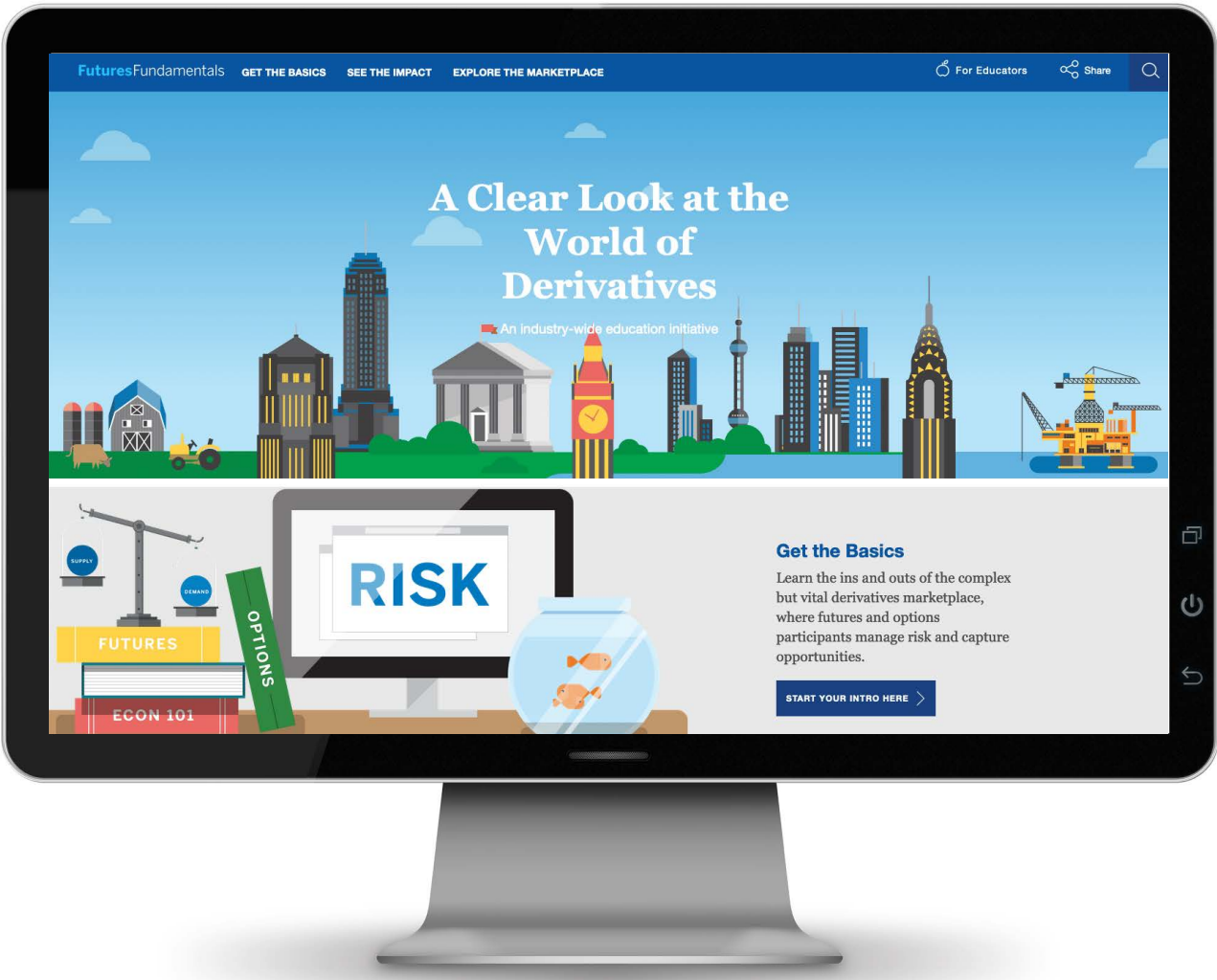
## THROUGH THE ECON ESSENTIALS PROGRAM:

**2.1**  
**MILLION**  
students reached to date

**372**  
**THOUSAND**  
students reached in 2022

**31**  
**THOUSAND**  
students reached on average per month

**100%**  
**YEAR-OVER-YEAR INCREASE**  
in pageviews and the number of visitors to the site



Learn more at [futuresfundamentals.org](https://futuresfundamentals.org).



# CORPORATE STEWARDSHIP

At CME Group, we are guided by a set of values that define how we do business, serve our clients and conduct ourselves every day. By aligning our governance approach with best practices, we are able to strengthen board and management accountability, promote long-term shareholder value and sustain continued success. We are proud of the trust we have built with our clients, employees, regulators and shareholders globally—a trust that is maintained by operating our business according to our five key values:



Lead with conviction and integrity



Advance the global economy



Embrace the exchange of ideas



Build lasting relationships



Act with ingenuity every day



## ADVANCING BUSINESS PRINCIPLES THROUGH OUR BOARD OF DIRECTORS

Our Board of Directors oversees and advances our core business principles, which provide a framework for our effective corporate governance. Our Board continues to focus on the issues that matter most to our company, our clients, our employees and our other stakeholders. In 2022, the Board was specifically focused on:

- Continuing to oversee the company’s risk and compliance functions, including its Global Information Security Program.
- Supporting the transition of our Eurodollar contracts to our contracts based on the Secured Overnight Financing Rate (SOFR).
- Proactively engaging with policymaking bodies and expressing our views with respect to issues of importance to our company, market participants and the industry.
- Continuing to oversee the partnership with Google Cloud.
- Innovating and offering market participants meaningful capital and operational efficiencies across a diverse and globally relevant product set.
- Fostering an environment where our employees are engaged, have meaningful developmental opportunities and feel included and valued.
- Continuing to deliver value to our shareholders.

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“Our Board’s diversity is critical to the success of CME Group and our ability to create long-term value. We continue to make diversity in background, experience and identity a priority in our searches for director candidates.

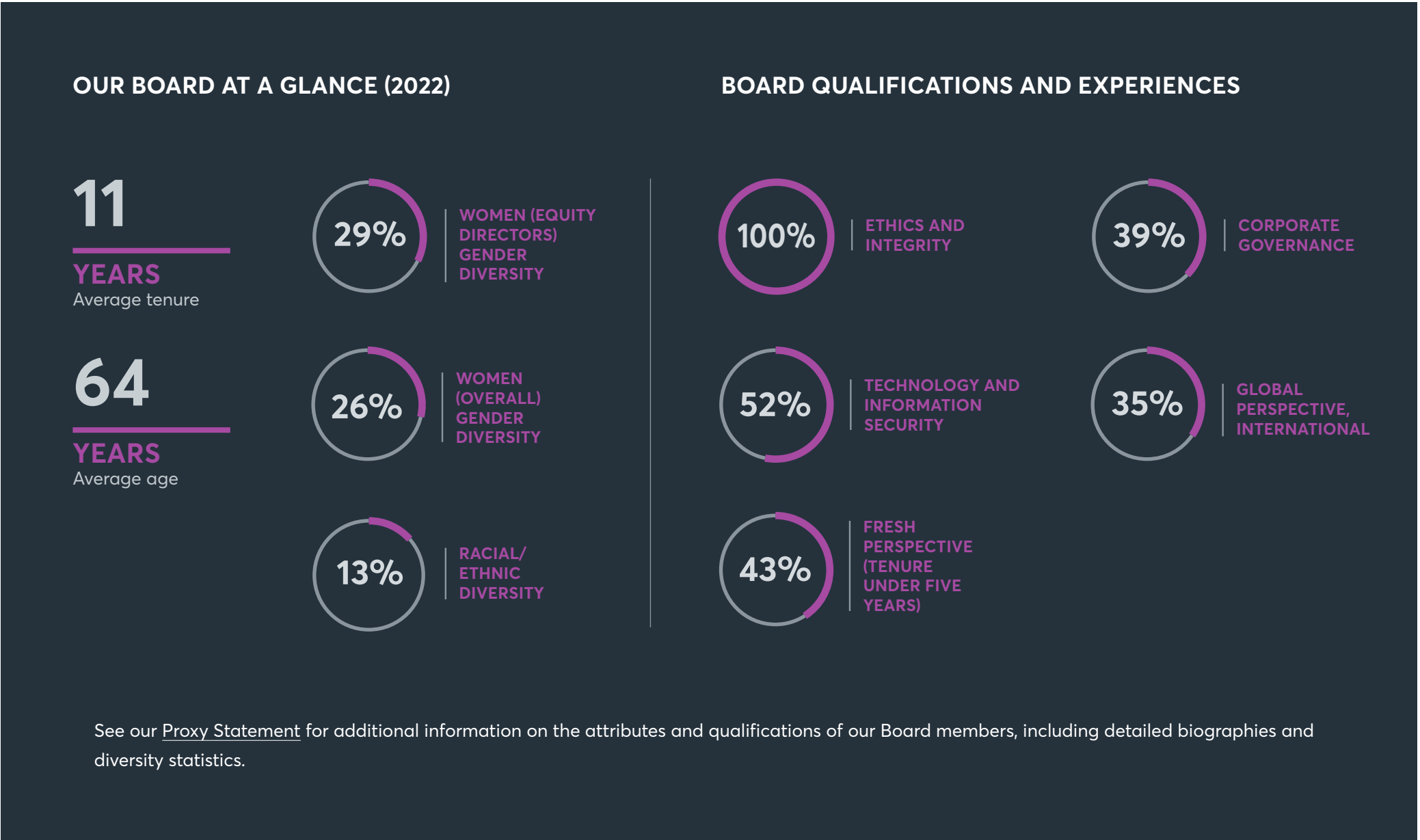


**PHYLLIS LOCKETT**  
*Chair of the CME Group Board of Directors’ Nominating and Governance Committee*

Expanding the diverse perspectives of our Board

We aim to convene directors who have diverse knowledge, skills and experiences, and when working together, are best equipped to carry out the Board’s responsibilities.

In 2022, we set out on a multi-year project to assess our Board’s competencies to ensure we have a mix that optimizes the Board’s ability to effectively oversee the company based on current and future business needs. Notably, at our May 2023 annual meeting of shareholders, two new directors joined our Board in light of two directors retiring. These directors bring gender and racial diversity to the Board, with combined experience in global financial services, public policy, audit, ESG and cybersecurity-related matters.



For information on our governance policies, see the following resources:

[Board of Directors Code of Ethics](#) | [Board of Directors Committee Charters](#) | [Board of Directors Conflict of Interest](#) | [Corporate Governance Principles](#)



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## Managing company risk

While senior management is responsible for managing the company's risk on a day-to-day basis, our Board of Directors oversees risk management activities and programs, including our Enterprise Risk Management (ERM), operational resilience and cybersecurity programs.

Each of our eight Board committees has dedicated risk-related responsibilities<sup>1</sup>, with our Risk Committee tasked with reviewing, assessing and providing oversight of our overall risk management practices, including approving the ERM framework and risk universe. The Risk Committee also assists the full Board in its oversight of the effectiveness of our risk policies and processes.

<sup>1</sup> See our [Proxy Statement](#) for a summary of risk-related responsibilities by Board committee.

Our ERM Program is designed to assure appropriate visibility, assessment, prioritization and reporting of the full range of our key enterprise risks, which are organized into six key risk categories: clearing house, compliance, financial, operational, reputational and strategic and commercial. Because our company faces such varied risks, the ERM Program facilitates consistent and transparent risk management practices throughout the organization.

Furthermore, we use the three lines of defense model (management, risk and compliance functions and internal audit) to manage and mitigate our enterprise risk. Key risk owners, including the Chief Risk Officer of the Clearing House, Chief Enterprise Risk Management and Compliance Officer, Chief Information Security Officer and Global Head of Operational Resilience, report regularly to senior management and the Board.

## Ensuring effective succession planning

Providing effective continuity of leadership is vital to our success and central to our long-term strategy. Among the Board's principal oversight responsibilities is to review and monitor plans for succession of the Chairman and Chief Executive Officer and other members of senior management.

Our Nominating and Governance Committee is responsible for assisting the Board in overseeing the succession planning process and our Compensation Committee is regularly updated on key talent indicators for the overall workforce, including voluntary attrition, engagement, performance and diversity.

### RISK UNIVERSE FOR 2022

<b>CLEARING HOUSE</b> <ul style="list-style-type: none"><li>• Clearing House Financial Resources</li><li>• Clearing House Operations</li></ul>	<b>COMPLIANCE</b> <ul style="list-style-type: none"><li>• Corporate Compliance</li><li>• Regulatory</li><li>• Legislative and Political</li><li>• Legal</li></ul>	<b>FINANCIAL</b> <ul style="list-style-type: none"><li>• Accounting and Financial Information</li><li>• Credit, Market and Industry</li></ul>	<b>OPERATIONAL</b> <ul style="list-style-type: none"><li>• Sourcing and Third Party</li><li>• Information Security</li><li>• Physical Security</li><li>• Human Resources</li><li>• Operational Resilience</li><li>• Information Technology</li><li>• Planning and Execution</li><li>• Trading Operations</li><li>• Post-Trade Services</li></ul>	<b>REPUTATIONAL</b> <ul style="list-style-type: none"><li>• Brand</li></ul>
				<b>STRATEGIC &amp; COMMERCIAL</b> <ul style="list-style-type: none"><li>• Growth</li><li>• Commercial Offerings</li></ul>

CME Group tracks impacts from climate and sustainability risk within the foregoing risk universe categories as applicable based on the potential impact to its operations and strategy.





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# ADVANCING OUR CULTURE OF STEWARDSHIP

Operating honestly, fairly, with transparency and in accordance with regulation is the cornerstone to our business success. Our established Compliance and Ethics Program promotes an ethical business culture that drives company results and mitigates risks of misconduct and legal violations. This means enforcing compliance with corresponding ethical standards as outlined for employees, suppliers and contractors while creating an environment of respect and inclusion.

The program is based on industry-leading practices, recognized benchmarks and regulatory guidance. Key elements of the program include written policies and procedures, risk assessments, monitoring, education and communications. It is led by our Managing Director, Chief Enterprise Risk Management and Compliance Officer and supported by a cross-functional team of senior leaders with oversight by the Risk Committee. External compliance and legal experts are also regularly consulted.

## Upholding our Code of Conduct

Our global [Code of Conduct](#) sets the tone for a culture of compliance, ethical conduct and accountability and provides greater detail about the behavior we expect from our colleagues. The Code applies to all employees, consultants and contractors around the world. CME Group colleagues must certify the Code of Conduct and its related policies on an annual basis.

Additionally, CME Group has adopted our [Guide to Conducting Business for Third Parties](#) which is designed to help our third parties have a basic understanding of our standards for business conduct. The Guide covers compliance topics similar to those covered in our Code of Conduct.

## Promoting a speak up culture

A key element of our Compliance and Ethics Program is providing employees with the resources and ability to raise any instances of misconduct or violation of law. All CME Group colleagues have a duty to report any concerning behavior through one of our many resources. For example, colleagues have the ability to make anonymous reports to the CME Group Helpline where locally permitted. Regardless of whether the report is raised anonymously or not, we make every effort to protect the confidentiality of anyone who raises a concern in good faith. All reported matters are taken seriously, investigated as necessary and incorporated into our regular reports to senior management and our Risk Committee. Substantiated violations result in corrective action or discipline, as appropriate, up to and including termination.



## Reinforcing other firmwide policies

Outside of our Code of Conduct, CME Group expects our employees and those we conduct business with to uphold our other various compliance policies. These include the following:



### Anti-Harassment & Non-Discrimination

CME Group considers all potential job candidates or contractors without regard to their race, gender, age or any other legally protected characteristic. We are committed to providing a workplace free from discrimination or harassment. Our principles of equality and opportunity guide us in the way we treat each other, as well as the way we work with our clients and other stakeholders.



### Anti-Money Laundering & Economic Sanctions

It is CME Group policy to take all reasonable and appropriate steps to prevent persons engaged in money laundering, fraud or other financial crime, including the financing of terrorists or terrorist operations, from utilizing CME Group products and services.

Our program is supported by an individual whose role is dedicated to anti-money laundering (AML) and financial crime compliance, as well as other individuals who hold responsibility as AML officers in our regulated businesses.

CME Group has established risk-based processes and procedures designed to ensure that the company does not transact or facilitate prohibited business with individuals or entities who are the target of applicable sanctions.

As described in the Code of Conduct, CME Group has also adopted an Anti-Financial Crime Policy.

All CME Group colleagues are required to certify to the Code of Conduct and the Anti-Financial Crime Policy on an annual basis and periodic training is provided on the Code of Conduct and its related policies. Mandatory education on our AML program is provided to applicable colleagues in accordance with regulatory requirements.

Rulebooks for our futures and options on futures business include provisions relating to compliance with applicable AML and economic sanction regulations. Clearing Members are required to maintain AML and other diligence programs to screen clients and market participants for whom they provide clearing services.

Our program includes a risk-based process to conduct client due diligence based upon the nature of the business relationship and the background of the client.

Our global Assurance Department conducts anti-money laundering audits for our regulated businesses and may conduct additional audits or examinations of certain elements of our program as part of its internal audit plan. The internal audit plan is developed based on a prioritization of the audit universe using a risk-based methodology, including input from our ERM program, senior management, the Audit Committee and other Board committees with related risk oversight responsibilities. The internal audit plan is approved by our Audit Committee.



### Anti-Corruption & Anti-Bribery

CME Group earns business based on merit and will not provide or receive improper or corrupt payments. This means that we comply with anticorruption laws including the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act without exception, regardless of local business culture or practice. It also means that we compete hard, but fairly, and in accordance with all applicable antitrust and competition laws.

In dealing with our clients, vendors, public officials, business partners and others, we will not seek to influence them, either directly or indirectly, by providing something of value to improperly influence their decision making. On an annual basis, all colleagues must certify to our Anti-Financial Crime Policy and our Gifts and Entertainment Policy. Role-based education is also provided.

Our program includes risk-based screening and monitoring of third parties for potential corruption risk and our Guide to Conducting Business for Third Parties of CME Group outlines our expectations for third parties, including expectations related to bribery and corruption.




### Human Rights

As outlined in our [Modern Slavery Act Transparency Statement](#), we are committed to treating all of our colleagues with respect and dignity and ensuring safe working conditions. This includes our commitment to challenge and confront the use of forced, compulsory, trafficked or child labor within our organization and supply chains.



### Tax Policy

CME Group's approach to [tax risk management](#) and governance is consistent with our overall approach to risk management. It requires compliance with our legal and regulatory obligations everywhere we operate.



### Ability to Organize

We must continually draw upon our resources to innovate, embrace change and respond to the needs of our clients. For this to be possible, we must have the greatest possible commitment to teamwork, and we believe this can best be accomplished without a union. An outside third party such as a union cannot guarantee our success or our employees' job security.

CME Group is dedicated to providing a quality work environment. Our policies and procedures are designed to ensure that wages, benefits and working conditions are fully competitive. CME Group has created a wide variety of formal and informal systems to promote and support communication between employees and management. CME Group also complies with applicable works council requirements.

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### Bolstering compliance training

We expect our colleagues to act ethically and in line with our core values. We reinforce these expectations with education and targeted communications.

In 2022, we provided a variety of employee-focused education programs in the following areas with assignments based on an individual's role within the organization:



Code of Conduct



Security Awareness and Phishing



Speaking Up



Gift and Entertainment Policy and Global Marketing Guidelines



Anti-harassment and Anti-discrimination Policies



Trading Best Practices



Global Anti-money Laundering



EU Market Abuse





# PROTECTING DATA PRIVACY & SECURITY

Our Global Information Security (GIS) Program is designed to mitigate information security risks and threats to the company and safeguard the confidentiality, integrity and availability of our information and services. We deploy a defense-in-depth strategy that incorporates multiple layers of controls, including monitoring, vulnerability management, identity and access management, multi-factor authentication and security assessments.

To further mitigate cyber-risk, we routinely perform cyber-attack simulation exercises, provide annual cybersecurity awareness and ongoing phishing training for our employees and conduct cybersecurity due diligence reviews of our third parties.

Our Board and Risk Committee receive regular updates and education from our Chief Information Security Officer regarding the activities and effectiveness of the GIS Program.

We also established the [CME Group Privacy Center](#) so our stakeholders can easily access and understand our deep commitment and approach to data privacy. Our privacy compliance program is designed to enable adherence to laws and regulations applicable to personal data that is processed, including the European General Data Protection Regulation (GDPR) and contractual commitments to clients, vendors and other counterparties, as applicable.

We are transparent in our policies on general personal data and rights, including for current, former and potential employees. Our Privacy Center also includes information about our cookies policy and subscription management. Our Data Privacy team worked diligently to advise and guide on the responsible collection and use of personal and health data as we supported reopening our offices and applicable vaccination and testing requirements. Our privacy program is subject to periodic internal audits and external assessments.

For more information on our cybersecurity and data privacy efforts, see our [Confidentiality and Data Protection Policy](#).



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# ADVOCATING FOR MARKET INTEGRITY THROUGH INDUSTRY INITIATIVES

Our approach to stewardship extends beyond our own operations, supporting our principles to advance the global economy, embrace the exchange of ideas and build lasting relationships. We do this through our participation in industry associations, public policy advocacy and educational initiatives.



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## Participating in industry organizations

To promote an exchange of perspectives between peers and to support the collective efforts that advance our industry, CME Group participates in several industry-based organizations:

Analysis and Resilience Center	International Organization of Securities Commissions' Affiliate Members Consultative Committee (IOSCO)
Clearing House and Exchange Forum	
Commodity Markets Council (CMC)	Managed Funds Association (MFA)
Electronic Debt Markets Association Europe	Overseas Security Advisory Council
Financial Services Information Sharing and Analysis Center	Securities Industry Financial Markets Association (SIFMA)
Financial Services Sector Coordinating Council	Sustainable Stock Exchanges Initiative
Futures Commission Merchant Council	SWIFT Information Sharing and Analysis Centre
Futures Industry Association (FIA)	Trisector Coordination (Electrical, Communication and Financial Sector)
Global Association of Central Counterparties	World Federation of Exchanges (WFE)
Global Financial Markets Institute	



Engaging on public policy

Participating in the development of public policy is vital to our business. It serves the best interests of our shareholders, employees and clients and is a necessary component of good corporate citizenship. CME Group pursues our public policy objectives with integrity, responsibility and in compliance with applicable laws. CME Group participates in the public policy arena on a wide range of issues that are important to CME Group shareholders, clients and employees, including issues relating to the financial regulatory environment worldwide, the growth and stability of the global economy and healthy capital markets.

See our [Policy Engagement Statement](#) for more information.

Increasing industry knowledge through market education

As an industry leader, we believe it is important to equip stakeholders with educational materials and courses to increase their knowledge about our products and services and the futures and options markets at large. One way in which we disseminate this information is through the CME Institute, which is designed to benefit traders at all stages of their careers through a full suite of courses, trading simulations and latest market trends.

Many of our clients who interact with EU and U.K. retail investors are protected by Packaged Retail and Insurance-Based Investment Products (PRIIPs) regulation. With that in mind, we have created a suite of Key Information Documents—called KIDs—which cover certain products. KIDs provide the product information required by law to help clients understand the nature, risks, costs and potential gains of the product, and compare it with others.



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## CME GROUP SASB INDEX

### Security & Commodity Exchanges

SASB broadly defines “sustainability” as the corporate activities that maintain or enhance the ability of the company to create value over the long term. SASB standards are intended for use in communications to investors regarding sustainability issues that are likely to impact corporate ability to create value over the long term. Use of SASB standards is voluntary. The following disclosure is based on SASB’s “Security and Commodity Exchanges” industry-specific standard. While not all disclosure topics within the “Security and Commodity Exchanges” industry-specific standard may be relevant to CME Group’s “sustainability” (as defined by SASB), in the interest of transparency, the below table provides requested information on a best efforts basis for 2022.

SASB Code	Description	CME Group Response
Promoting Transparent & Efficient Capital Markets		
FN-EX-410a.1	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility	<p>As a derivatives marketplace (not an equity marketplace), CME Group's markets do not include equities of listed companies and, therefore, CME Group does not (and is not required to) halt its markets based on the public release of information. CME Group has several measures in place on its CME Globex electronic trading platform (CME Globex) that are designed to operate its markets in an efficient and orderly manner during volatile market conditions, including the following:</p> <ul style="list-style-type: none"><li>• <b>Daily Price Limits:</b> Price limits represent the maximum price range permitted for a futures contract in each trading session. If a price limit is hit, the market remains open; however, it cannot trade above/below that price range.</li><li>• <b>Circuit Breakers:</b> A series of price limits that, when reached, pause a market for a particular period of time to allow markets to reset.</li><li>• <b>Velocity Logic:</b> CME Globex monitors for potentially significant price movements in extremely small time increments. Velocity logic works in conjunction with price banding to address market prices that move too far, too fast. If a velocity logic violation occurs, the applicable futures market is automatically temporarily suspended, as are all associated options markets.</li><li>• <b>Market-Wide Circuit Breakers:</b> A control in CME Group equity products that suspends trading upon the activation of a market-wide regulatory halt pursuant to New York Stock Exchange Rule 7.12 or Nasdaq Stock Market Rule 4121.</li></ul> <p>During 2022, approximately 950 circuit breakers were triggered and approximately 2,600 velocity logic events occurred. The duration of the pause or suspension is based on the applicable contract and activity in the market. During 2022, there were no market-wide circuit breakers.</p>
FN-EX-410a.2	Percentage of trades generated from automated trading systems	<p>The primary venue for trading CME Group futures and options is CME Globex, a resilient open access marketplace that provides global connectivity to CME Group markets.</p> <p>CME Group employs many policies, procedures and controls that assist in the mitigation of risks associated with any type of electronic trading on CME Globex, including robust protocols for risk management, operational and technological resiliency, market surveillance and cybersecurity. A highly granular and precise audit trail of all CME Globex activity allows us to identify and monitor the trading activity of participants on CME Globex both on a real-time and post-trade basis.</p> <p>The audit trail also allows us to identify activity originating from automated trading systems. Automated trading systems are used by nearly every type of participant, from farmers to market makers. Automated systems allow these participants to provide deep liquidity with narrow bid-ask spreads, reduce price and execution risk, minimize market impact, and reduce costs.</p> <p>We believe that open interest—the total number of open futures and options contracts held by market participants at the end of each day—is a reliable measure of the sustainability of our markets. Open interest is a measure of market liquidity and the ability of a participant to efficiently initiate or offset a futures or options position. These metrics are available in the Daily Bulletin—Exchange Overall Volume and Open Interest on our Investor Relations page under volume reports.</p> <p>The notional volume traded and market depth data published daily for our cash markets businesses are also reliable measures of the sustainability of our cash Treasury and FX markets. These metrics are available in the UST Market Profile and FX Market Profile tools on the CME Group website.</p> <p>In May 2022, we migrated the legacy EBS FX spot and forward products to CME Globex.</p>

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SASB Code	Description	CME Group Response
FN-EX-410a.3	Description of alert policy regarding timing and nature of public release of information	As a derivatives marketplace (not an equity marketplace), CME Group’s markets do not include equities of listed companies and, therefore, CME Group does not (and is not required to) have an alert policy relating to listed companies’ public release of information or company developments that may affect a stock price (positively or negatively).
FN-EX-410a.4	Description of policy to encourage or require listed companies to publicly disclose environmental, social, and governance (ESG) information	<p>As a derivatives marketplace (not an equity marketplace), CME Group’s markets do not include equities of listed companies and, therefore, CME Group does not (and is not required to) have such a disclosure policy.</p> <p>Our focus is on developing products and services for our clients’ evolving risk management needs, including the increasing focus on ESG information and services. As a global business operating in a complex environment, we understand the importance of developing both innovative and sustainable business solutions.</p> <p>Our ESG-related contracts and services are designed to help global customers manage price risk in today’s energy, metals and agricultural ecosystems as they develop new technologies and other initiatives to meet market movement towards alternative sources of cleaner energy and sustainable agriculture. We are continuously in conversations with our clients regarding our products and services. As the market evolves, our products and services will evolve to reflect changing client needs. Specifically, we continue to develop and enhance products that can help our clients manage risks associated with renewable energies and environmental change. ESG is a key priority in our product and services development.</p> <p>In 2022, we launched the following ESG and environmental-related products and services:</p> <ul style="list-style-type: none"><li>• CBL Core Global Emissions Offset (C-GEO) futures which are intended to align with the Core Carbon Principles, an emerging set of transparent and consistent standards around the supply of carbon credits as overseen by the Integrity Council for the Voluntary Carbon Markets</li><li>• CBL N-GEO Trailing and CBL C-GEO Trailing futures contracts allowing clients to trade offset credits that are no longer within the eligibility window of the existing CBL N-GEO and CBL C-GEO contracts</li></ul> <p>These products add to our existing environmental products, including our E-mini S&amp;P 500 ESG futures and E-mini S&amp;P Europe 350 ESG futures, other GEO futures and our broad array of precious, base and ferrous metals futures that include highly recyclable products that are used in a variety of green technologies, from electric vehicle parts and batteries, to wind turbines, energy storage and solar panels.</p> <p>Our leaders participate in and share their expertise with a number of high-profile initiatives and industry-led working groups, committees and taskforces designed to develop market-wide approaches to advancing more sustainable financial markets.</p> <p>Click <a href="#">here</a> for more information on our ESG and environmental products and services solutions.</p>



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SASB Code	Description	CME Group Response
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	<p>In accordance with applicable securities laws and regulations, CME Group includes a description of material legal proceedings (including of the type, if any, described in FN-EX-510a.1) in our annual and quarterly filings on Forms 10-K and Form 10-Q, respectively.</p> <p>During 2022, the only legal and regulatory matter disclosed by CME Group in such filings was the putative class action complaint filed January 15, 2014 in the Circuit Court of Cook County, Chancery Division, against CME Group and the Board of Trade of the City of Chicago, Inc. The plaintiffs, certain Class B shareholders of CME Group and Class B members of CBOT, allege breach of contract and breach of implied covenant of good faith and fair dealing for violations of their core rights granted in the defendants' respective Certificate of Incorporation. Based on investigation to date, the company believes that it has strong factual and legal defenses to the claims.</p>



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SASB Code	Description	CME Group Response
Managing Conflicts of Interest		
FN-EX-510a.2	Discussion of processes for identifying and assessing conflicts of interest	<p>CME Group has adopted a Code of Conduct that applies to its employees, consultants and contractors. The Code of Conduct builds on CME Group’s business principle of “leading with conviction and integrity” by setting the tone for a culture of compliance, ethical conduct and accountability, and providing greater detail about the behavior expected from our colleagues.</p> <p>The Code of Conduct is supplemented by a more detailed, separate Conflicts of Interest Policy, which sets forth the process for identifying, monitoring and managing actual and potential conflicts of interest. CME Group seeks to ensure that a conflict of interest does not adversely affect the interests of its organization, its clients, its shareholders or other stakeholders. CME Group colleagues are required to disclose potential conflicts of interest, including but not limited to, those relating to personal relationships, outside business activities, financial interests and opportunities. These disclosures are reviewed and approved by the Compliance Department and management, as appropriate. In addition, CME Group colleagues must certify to the Code of Conduct and the Conflicts of Interest Policy on an annual basis. CME Group Board members are subject to the Board of Directors Code of Ethics, which requires that Board members avoid any circumstance that creates or appears to create a conflict between a Board member’s own interests and the interests of the company. The Nominating and Governance Committee is responsible for compliance with the Board of Directors Code of Ethics. Board members must certify to this Code of Ethics on an annual basis.</p> <p>When identifying a situation where an actual or potential conflict of interest cannot be avoided, Compliance recommends appropriate actions to manage, document and, as applicable, report the situation.</p> <p>CME Group’s program to address conflicts of interest includes:</p> <ul style="list-style-type: none"><li>• Written policies (CME Group Code of Conduct, CME Group Conflicts of Interest Policy, Board of Directors Code of Ethics, Confidentiality and Data Protection Policy, Personal Trading Policy, Anti-Financial Crime Policy)</li><li>• Disclosure obligations to identify, assess and manage potential conflicts of interest</li><li>• Regular, ongoing reviews of disclosures under our Conflicts of Interest Policy by Compliance</li><li>• Regular and ad hoc awareness raising measures, including as required based on our operation of regulated businesses</li><li>• Separate supervision and segregation of functions</li><li>• Confidentiality and information barriers</li><li>• Checks, controls, monitoring and escalation in the case of non-compliance</li><li>• Documentation and reporting to management and on an aggregated basis at the Board Committee level</li><li>• Reporting avenues, including a third-party operated helpline with anonymous reporting in all permitted locations</li></ul>



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SASB Code	Description	CME Group Response
Managing Business Continuity & Technology Risks		
FN-EX-550a.1	(1) Number of significant market disruptions and (2) duration of downtime	During 2022, CME Group’s markets did not have any significant market disruptions.
FN-EX-550a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	No material data breaches that required reporting under data privacy laws occurred during 2022.
FN-EX-550a.3	Description of efforts to prevent technology errors, security breaches, and market disruptions	<p>CME Group has robust programs, policies and procedures reasonably designed to prevent technology incidents, security breaches and market disruptions.</p> <p><b>TECHNOLOGY</b></p> <p>CME Group maintains policies, standards, procedures and other documentation regarding its secure software development lifecycle, change management, availability management and capacity planning, among others, which contribute to the prevention of technology incidents.</p> <p><b>INFORMATION SECURITY</b></p> <p>Our Global Information Security Program is designed and operated to mitigate information security risks and threats to the company and operates to safeguard the confidentiality, integrity and availability of CME Group’s information and services. The program is designed to strengthen the integrity of the global markets we support, protect CME Group’s information assets, maintain client and employee trust, support our pursuit of strategic objectives, contribute to shareholder value and preserve our reputation and brand.</p> <p>The program deploys a defense-in-depth strategy, acknowledging the importance of people, process and technology in upholding information security. The strategy incorporates multiple layers of controls, including, for example, monitoring, vulnerability management, identity and access management, multi-factor authentication and security assessments.</p> <p>The program implements and maintains technical, physical and administrative safeguards to protect the confidential and sensitive information of our clients, employees and other information in CME Group’s stewardship.</p> <p>To achieve our objectives, we have chosen to base our Information Security Program on accepted industry frameworks. The NIST Cybersecurity Framework and other technical standards/frameworks (e.g., COBIT, FFIEC and ISO) are leveraged to incorporate best practices for managing information security on platforms relevant to the business.</p> <p>As part of the Information Security Program, valuable external partnerships are established and maintained in order to gain more timely, comprehensive and actionable threat information across geographies and industries, and to facilitate the exchange of best practices and security techniques. These relationships and partnerships allow for a high degree of collaboration and cooperation with local, state, federal and international law enforcement and intelligence agencies, industry groups, and other private sector chief information security officers.</p>



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Managing Business Continuity & Technology Risks		
FN-EX-550a.3 (continued)	Description of efforts to prevent technology errors, security breaches, and market disruptions  (continued)	<p>The program includes ongoing cyclical management of vulnerabilities, including coordination of identification, classification, remediation, mitigation, and metrics. Internal systems and third party contracted organizations are engaged in order to execute internal and external penetration tests and vulnerability assessments. The program also includes solutions and processes that strengthen our security posture related to the provisioning, deprovisioning and access to our systems based on the principles that information should be limited to those with a need for access subject to strong authentication.</p> <p>As part of the Information Security Program, CME Group operates a state of the art Cyber Defense Center that links virtually to its dedicated 24/7 international operational cybersecurity teams and serves as a global hub for activities including log collection, event monitoring, threat detection and incident response, resiliency, operations, vulnerability management and the proactive collection and processing of both open source and proprietary threat and intelligence feeds allowing the company to efficiently manage, quickly investigate and respond to cybersecurity events. CME Group's Global Information Security team conducts analysis and collaborates to effectively prevent, detect and respond to any systemic events that might threaten our industry or the economy.</p> <p>The Information Security program is led by CME Group's Chief Information Security Officer (CISO) who reports to our Chief Information Officer, a member of our Management Team. The program is overseen by the Risk Committee of the CME Group Board of Directors and the CISO has an indirect reporting line to the committee.</p> <p><b>MARKET REGULATION DEPARTMENT</b></p> <p>The CME Group Market Regulation Department is responsible for monitoring our markets to identify and prevent potential rule violations, including disruptive trading practices. The department utilizes sophisticated regulatory systems to conduct market and trade practice surveillance. A key element of our regulation program is educating our market participants about the requirements and expectations detailed in our rulebooks and trading advisories. When violations are identified and disciplinary action may be warranted, enforcement proceedings are conducted before a disciplinary panel, and appropriate disciplinary actions are taken.</p> <p><b>OPERATIONAL RESILIENCE PROGRAM</b></p> <p>The CME Group Operational Resilience (OpRes) Program serves to mitigate potential impacts to our markets, clients, assets and employees, and to safeguard the effective availability of critical products and services. The OpRes Program is designed to ensure that CME Group can respond appropriately to incidents while protecting the interests of its stakeholders, ensuring the safety of employees and protecting its reputation and brand.</p> <p>Our OpRes team continually identifies new and changing business risks to our operations across all CME Group locations through internal monitoring and planning, industry and agency partnerships, and various information sharing organizations across the globe. The OpRes team works with departments and employees across the company to assess risks at varying levels of severity. We have developed a framework for mitigating these risks designed to ensure our business and our markets continue to operate effectively through various resiliency strategies.</p> <p>Key aspects of the OpRes Program include:</p> <ul style="list-style-type: none"><li>• System Resilience (Disaster Recovery): helps ensure that technology is readily available, usable and reliable. The program mitigates our risk by enabling and validating the recovery strategies of production systems following an adverse technology event. Furthermore, the program works hand-in-hand with leaders to meet regulatory and business-led recovery time objectives for our systems, with the goal of recovering our systems before experiencing a material impact to our business. As part of the System Resilience program, CME Group holds various and ongoing system resilience exercises which include full failover exercises, response and recovery documentation and the maintenance of various resiliency strategies. OpRes' testing strategy includes failing over all applications that reside in CME Group data centers and cloud providers.</li><li>• Business Resilience: helps ensure that CME Group can rapidly adapt and respond to demands, disruptions or threats, while maintaining our operations, safeguarding our people and securing our assets.</li><li>• Crisis Analysis and Response: monitors and prepares for unique, high-risk events and potential market threats and ensures the appropriate expertise is gathered from across the enterprise to evaluate, plan for and manage any incidents that may impact markets, customers and brand.</li></ul> <p>Efforts have been taken to align the OpRes Program with industry-best practices classified in NIST and other applicable U.S. and international standards stemming from our categorization as a systemically important market utility and systemically important derivatives clearing organization.</p>



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SASB Code	Description	CME Group Response
Managing Business Continuity & Technology Risks		
FN-EX-550a.3 (continued)	Description of efforts to prevent technology errors, security breaches, and market disruptions  (continued)	<p><b>INFORMATION GOVERNANCE AND DATA PRIVACY</b></p> <p>CME Group is committed to protecting its proprietary, confidential and personal data, including information relating to its business, customers, vendors, strategic partners, employees and other third parties. We have an established Information Governance and Privacy Program which is designed to support our company in managing our data and corporate information in compliance with applicable laws and regulations and reducing risk associated with our data.</p> <p><b>THIRD-PARTY RISK MANAGEMENT</b></p> <p>CME Group maintains a Third-Party Risk Management (TPRM) Program designed to identify, assess and manage potential risks relating to the engagement of certain third parties that support CME Group in delivering its business strategy, including the operation of its markets. TPRM monitors third parties who present moderate to critical risk throughout their engagement lifecycle. The TPRM Program coordinates with Procurement, Legal, Information Security, Information Governance and Privacy and OpRes teams, allowing our contracts and vendor renewals to align to our risk management posture, provide adequate assurance and meet regulatory requirements. The OpRes team works with TPRM to help provide assurances that third-party vendors impacting our critical operations have business continuity and disaster recovery plans to minimize service interruptions and control issues, whenever unforeseen disturbances arise involving a third party's operation.</p> <p><b>INSURANCE</b></p> <p>We maintain insurance coverage that may, subject to the terms and conditions of the policy and payment of significant deductibles, cover certain aspects of cybersecurity issues.</p> <p><b>MONITORING, TESTING AND AUDIT</b></p> <p>We have adopted a risk-based approach to our monitoring, testing and auditing practices, which is consistent with our overall Enterprise Risk Management (ERM) Program and the levels of acceptable appetite for managing key risks associated with our business and strategy as approved by the Board of Directors. Through the ERM Program, we provide a comprehensive review of our risk management practices and endeavor, in an ongoing manner, to provide assurances that enterprise risks, including those relating to technology errors, security breaches and market disruptions, are identified, assessed, measured, prioritized and reported by management responsible for the respective risks.</p> <p>The CME Group Internal Audit function and our IT Controls and Compliance team conduct independent testing and monitoring utilizing various methods to verify compliance with written policies and procedures, validate control effectiveness and assess risk exposure from identified control weaknesses or gaps. In addition, our regulated businesses are subject to examinations from multiple regulatory bodies, including the CFTC. We conduct internal security audits and vulnerability assessments as well as internal and external penetration tests, tests of our cyber security incident response protocols and regulatory IT control testing.</p> <p>CME Group has obtained the ISO27001 information security certification, an international standard signifying that CME Group manages information security with processes that preserve the confidentiality, integrity and availability of information.</p> <p>Our data privacy program is subject to periodic internal audits and external assessments.</p>



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SASB Code	Description	CME Group Response
Activity Measures		
FN-EX-000.A	Average daily volume traded, by product or asset class	<p><b>FUTURES AND OPTIONS ON FUTURES CONTRACTS (in thousands)</b></p> <p>The following summarizes average daily contract volume for 2022.</p> <p><b>Aggregate Average Daily Volume:</b> 23,291</p> <p><b>Average Daily Volume by Product Line:</b></p> <p>Interest rates: 10,818 Equity indexes: 7,650 Foreign exchange: 987 Agricultural commodities: 1,289 Energy: 2,026 Metals: 521</p> <p><b>Average Daily Volume by Venue:</b></p> <p>CME Globex: 21,712 Open outcry: 800 Privately negotiated: 779</p> <p><b>CASH MARKETS BUSINESS (in billions)</b></p> <p>The following summarizes related average daily notional value for 2022:</p> <p>European Repo (in euros) \$345.2 U.S. Treasury: \$126.1 Spot FX: \$65.7</p> <p>Market statistics, including greater detail on average daily volume, are available at <a href="http://investor.cmegroup.com/volume">http://investor.cmegroup.com/volume</a>.</p>
FN-EX-000.B	Average daily volume traded, by product or asset class	Market statistics, including greater detail on average daily volume and rate per contract, are available at <a href="http://investor.cmegroup.com/volume">http://investor.cmegroup.com/volume</a> .

NOTES:

This report is limited to operations controlled by CME Group Inc. On September 1, 2021, we completed our 50/50 joint venture, OSTTRA, with IHS Markit. CME Group continued to provide certain services to OSTTRA relating to the contributed businesses pursuant to a transition services agreement during 2022. All amounts regarding contract volume are for CME Group's listed futures and options on futures contracts unless otherwise noted. Total contract volume includes contracts that are traded on our exchange(s) and cleared through our clearing house and certain cleared-only contracts. Volume is measured in round turns, which is considered a completed transaction that involves a purchase and an offsetting sale of a contract.



# 2022 GHG EMISSIONS SUMMARY

The table below shows 2022 total GHG emissions by Scope and Category

Scope	Category	Total Usage	Units	Emissions (MT CO2e)—Location	% of Total (Scopes 1 + 2 + 3)	Emissions (MT CO2e)—Market	% of Total (Scopes 1 + 2 + 3)
1	Direct Emissions from Owned of Controlled Sources			134	0.1%	134	0.1%
1	Natural Gas	692,215	kWh	125	0.1%	125	0.1%
1	Diesel	3,448	kWh	1	0.0%	1	0.0%
1	Mobile Combustion	32,297	miles	8	0.0%	8	0.0%
2	Indirect Emissions from Purchased Energy			19,574	11.8%	18,962	11.7%
2	Electricity	46,418,831	kWh	18,329	11.1%	17,718	10.9%
2	District Cooling (Chilled Water)	1,968,060	Ton-hours	1,245	0.7%	1,245	0.8%
3	All Other Indirect Emissions			145,739	88.1%	143,120	88.2%
3	Fuel and Energy Related		var.	1,221	0.7%	1,221	0.8%
3	Business Travel (Air Flights)	11,323,867	miles	1,753	1.1%	1,753	1.1%
3	Employee Commuting		var.	1,882	1.1%	1,882	1.2%
3	Purchased Goods + Services	724,956,038	USD	94,687	57.2%	94,687	58.4%
3	Capital Goods	171,267,085	USD	24,858	15.0%	24,858	15.3%
3	Upstream Leased Assets	20,337,846	kWh	7,634	4.6%	5,070	3.1%
3	Downstream Leased Assets	30,296,050	kWh	13,616	8.2%	13,562	8.4%
3	Waste		var.	87	0.1%	87	0.1%
Total				165,446		162,216	

A LETTER FROM  
OUR CHAIRMAN &  
CHIEF EXECUTIVE  
OFFICER

ABOUT CME GROUP

WORKFORCE  
EMPOWERMENT

SUSTAINABLE  
SOLUTIONS

COMMUNITY  
COMMITMENT

CORPORATE  
STEWARDSHIP

APPENDIX



# About CME Group

As the world's leading derivatives marketplace, CME Group ([www.cmegroup.com](http://www.cmegroup.com)) enables clients to trade futures, options, cash and OTC markets, optimize portfolios, and analyze data—empowering market participants worldwide to efficiently manage risk and capture opportunities. CME Group exchanges offer the widest range of global benchmark products across all major asset classes based on [interest rates](#), [equity indexes](#), [foreign exchange](#), [energy](#), [agricultural products](#) and [metals](#). The company offers futures and options on futures trading through the [CME Globex®](#) platform, fixed income trading via BrokerTec and foreign exchange trading on the EBS platform. In addition, it operates one of the world's leading central counterparty clearing providers, CME Clearing.

## Questions?

To learn more about CME Group’s ESG strategy & initiatives, please contact us at [esg@cmegroup.com](mailto:esg@cmegroup.com)

CME Group Inc. makes every effort to use reliable, comprehensive information, but we make no guarantee that it is accurate or complete. We have no obligation to tell you when opinions or information in this report change.

Details on our financial performance can be found on our corporate website and in our public filings available through the U.S. Securities and Exchange Commission (SEC). Our ESG reporting describes those topics which we consider to be the most important to stakeholders when evaluating environmental, social and governance issues at CME Group. Therefore, materiality and its relevant definition as used in this report and our ESG materiality review process is different than the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report and for purposes of determining our ESG strategies may not be considered material for SEC reporting purposes.

This report contains “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements are not historical facts, but instead represent only the company's beliefs regarding future events, many of which, by their nature, are inherently uncertain and outside of the company's control. It is possible that the company's actual results may differ, possibly materially, from the anticipated goals and targets indicated in these forward-looking statements. For information about some of the risks and important factors that could affect the company's future results, see “Risk Factors” in Part I, Item 1A of the company's Annual Report on Form 10-K for the year ended December 31, 2022 and “Risk Factors” in Part II, Item 1A of the company's subsequent Quarterly Reports on Form 10-Q.

Unless otherwise noted, this report covers initiatives and performance metrics associated with our global operations from January 1 through December 31, 2022.

All figures regarding contract volume are for CME Group's listed futures and options on futures contracts unless otherwise noted. Total contract volume includes contracts that are traded on our exchange(s) and cleared through our clearing house and certain cleared-only contracts. Volume is measured in round turns, which is considered a completed transaction that involves a purchase and an offsetting sale of a contract.

Third parties, including charities, mentioned within this report are not affiliated with CME Group, unless otherwise disclosed. Any mention of the third parties should in no way be considered to be a solicitation or endorsement by CME Group on behalf of the third parties named.

CME Group continues to strive to improve reporting and disclosing emissions as accurately as possible as the market trends, expectations and resources continue to evolve and improve. While our boundaries and emissions have stayed largely the same between 2021 and 2022, there were some changes occurring from vacating data center and office spaces, as well as reallocation of emissions between Scope 2 and 3 to accommodate changes in Landlords’ reporting boundary, resulting in an increase in emissions of 3% across total market-based emissions.

As a result, comparisons with prior year ESG Reports will have minor discrepancies as to allocations of emissions between Scopes 2 and 3. Calculations and reporting have been done in accordance with the GHG Protocol and also with UK SECR mandated reporting. Scope 1 GHG emissions are direct emissions from sources that are owned or controlled by the company. Scope 2 GHG emissions are indirect emissions from sources that are not owned or controlled by the company. Scope 1 and Scope 2 operational emissions were calculated using real whole building and prorated data within each building location. For locations where this information could not be obtained, a value per square foot of office space was used. Scope 3 GHG emissions are the result of activities from assets not owned or controlled by CME Group, but that CME Group indirectly impacts in its value chain.

In order to better align with our operational reporting boundary, to conform with evolving industry best practices and based on better information from landlords and data center providers, we made a number of improvements to our reporting from prior years, including: Some notable landlords or data center providers consider certain portions of emissions (particularly with respect to cooling) as their Scopes 1 or 2 emissions. In those cases, we report those emissions in our Scope 3 Upstream Lease Assets category so as to avoid double counting of emissions.

Due to the limited amount of operational control, emissions related to third party subtenants who sublease from CME Group are either excluded from our emissions or considered to be within our Scope 3 Downstream Leased Asset emissions depending on the circumstances and industry best practices.

Emissions related to colocation customers in our largest data center located in Aurora, Illinois is particularly complicated. Because CME Group has limited operational control or influence over procurement of data center equipment in these spaces nor control over how the equipment is operated, emissions related to powering this equipment is reported as Scope 3 downstream emissions for CME Group. Due to the shift of these emissions into CME Group's indirect Downstream Scope 3, and the cooling for customer colocation space belonging to the Scope 1 or 2 emissions for the data center provider, this cooling load which was considered part of CME Group's upstream leased assets in our 2019 report are now be considered the Scope 3 Upstream Leased Assets emissions for the colocation customers and, therefore, are no longer included within CME Group's value chain.

Additionally, for the 2020 - 2022 studies, CME Group focused on improving sustainability measures and increasing the accuracy of reporting by expanding reporting boundaries to include all material Scope 3 categories. In our 2019 report, CME Group reported on only upstream assets and business travel. Our environmental disclosure initiatives will continue to evolve and new strategies will be developed and implemented and discussed in our future ESG reports.

Emissions related to businesses and employees transferred to OSTTRA were removed from our reporting following the closing of the joint venture as we are only reporting on entities for which we have greater than 50% operational control.

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