

# Workforce Empowerment

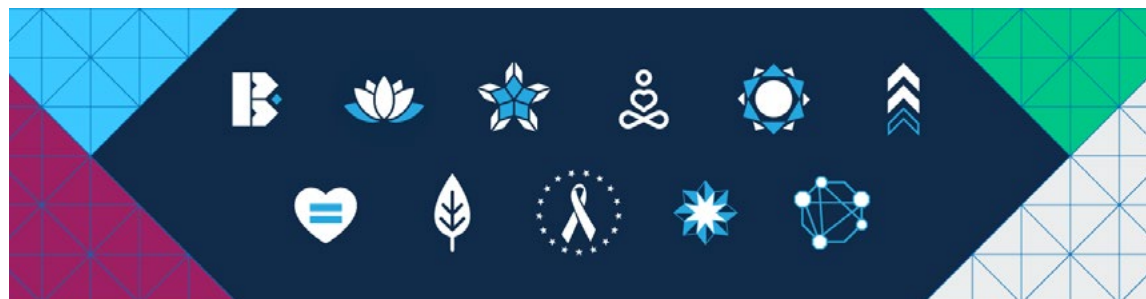
Our people are central to our performance and progress. Through the workforce empowerment pillar, we focus on creating an environment where employees can grow their careers. In 2024, we continued to invest in employee development, internal mobility and well-being efforts that are reflected in key talent metrics and industry recognition. We remain committed to empowering our people at every stage of their careers and to creating a workplace environment where they feel valued, supported and respected.

## Employee Engagement and Development

CME Group invests in creating a workplace where employees can thrive. Our engagement and development efforts include opportunities for professional growth, peer connection and inclusive leadership at all levels.

In 2024, we enhanced our support for internal mobility and career development. We launched a learning campaign with a variety of learning and career development courses and events, and expanded our monthly leader-led coaching circles and formal 1:1 mentoring program. These initiatives are part of CME Group's ongoing commitment to empower and support our employees, providing development and networking opportunities and promoting talent from within.

### EMPLOYEE RESOURCE GROUPS (11 TOTAL GLOBAL GROUPS)



Each ERG is open to all employees globally and focuses on a specific community, association or interest. These employee-led groups receive dedicated support and budget from the company in recognition of the positive impact they have on our company culture and employee experience. In 2024, we expanded formal training and recognition programs for ERG leaders and continued to amplify our ERGs' impact through internal communications and company-wide events.

To learn more about our ERGs, see our [Careers website](#).

## Employee Health and Well-Being

CME Group is committed to supporting the well-being of our employees personally, professionally and financially. Our total rewards program is designed to be market-competitive and performance-driven, while promoting a holistic culture of care.

We offer a wide range of benefits that support:

- **Mental well-being:** Access to no-cost mental health care through our global partner, Lyra, with services available when and where employees need them
- **Physical well-being:** Comprehensive health benefits, including competitive medical plans and wellness resources
- **Family support:** Inclusive and comprehensive family-building benefits, including fertility coverage and adoption and surrogacy assistance (where applicable)
- **Work/life balance:** Flexible hybrid work arrangements for the majority of employees and generous time-off programs
- **Financial well-being:** Retirement savings plans, pension programs (where applicable) and financial education resources
- **Learning:** Tuition assistance and access to thousands of educational resources and leadership training opportunities

For more information about our full range of benefits, visit our [Careers website](#).

### ADDITIONAL RESOURCES

- [2024 EEO-1 Data](#)
- [Global Workforce Demographics Summary](#)
- [2024 SASB Index Disclosure](#)
- [2024 Statutory UK Gender Pay Gap Report](#)
- [Corporate Citizenship Webpage](#)

### KEY 2024 CORPORATE METRICS

**3.3%** VOLUNTARY TURNOVER RATE

**28.0%** OPEN ROLES FILLED WITH INTERNAL CANDIDATES

**15.1%** EMPLOYEES PROMOTED

### COMPANY ACCOLADES

**Best Places to Work in IT**  
COMPUTERWORLD

**Workforce Well-Being Platinum Recognition**  
AMERICAN HEART ASSOCIATION

**Great Place to Work Certified™**  
CME GROUP'S INDIA OFFICE

Information on our global workforce demographics summary can be found [here](#).

### 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.

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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 corporate citizenship 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 related materiality review process is different from the definition used in the context of filings with the SEC and under the long-standing U.S. Supreme Court definition of that term. Issues deemed material or relevant for purposes of this report and for purposes of determining our corporate citizenship related strategies may not be considered material for SEC reporting purposes.

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# Sustainable Solutions

CME Group offers market-based solutions that help clients manage climate-related risks and respond to evolving sustainability considerations. Our suite of environmental products, which we continually update to align with industry needs and third party-standards, enables market participants to access transparent pricing and risk management tools in sustainability-linked markets.

Across our global operations, we implement environmentally responsible practices where feasible, monitor key environmental metrics and assess climate-related risks through our Enterprise Risk Management (ERM) Program. These efforts reflect our commitment to providing practical solutions that meet client needs while operating efficiently and responsibly.

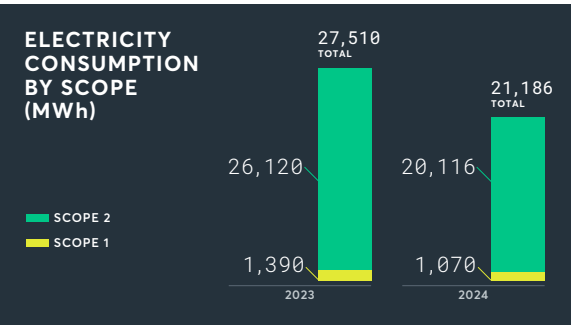
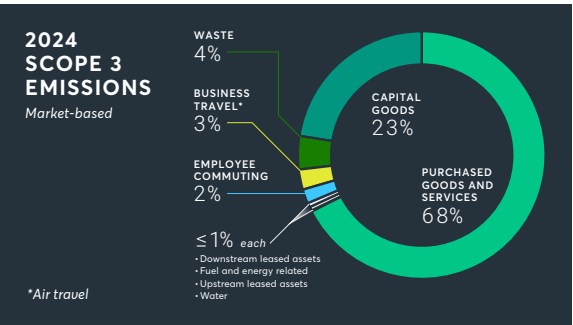
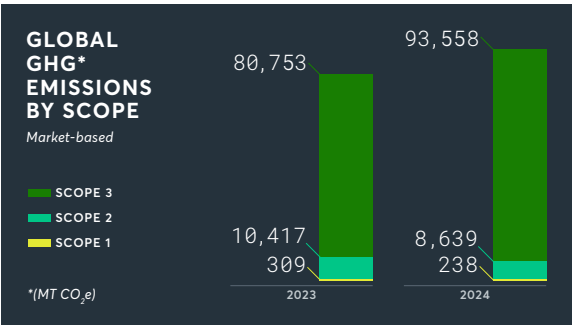
## Sustainable Operations

We continue to monitor and manage our environmental footprint across owned and leased spaces, with a focus on energy use and emissions tracking. We collect and analyze greenhouse gas (GHG) emissions data across Scope 1, 2 and 3 categories to inform reporting and support responsible operational practices. For our full year-over-year GHG Emissions Inventory, see the performance data table here.

Scope 1 includes natural gas and diesel.

Scope 2 includes purchased electricity.

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



## Industry Partner Collaboration

CME Group participates in global industry initiatives that focus on developing market-based solutions to advance sustainable markets. As a founding member of the UN Sustainable Stock Exchanges (SSE) derivatives network and an active contributor to other cross-sector working groups, we engage with peers, standard setters and policymakers to align emerging best practices and help shape the future of sustainable finance.

In 2024, CME Group contributed to key industry dialogues, including participating in the SSE's Exchanges and Climate Innovation event at COP28 and the Société Générale Global Markets Conference. These forums help reinforce our alignment with global market leaders on climate disclosure, carbon markets and the role of financial infrastructure in supporting the net-zero transition.

### 2024 PARTICIPATION IN SUSTAINABILITY ORGANIZATIONS

- The World Federation of Exchanges' Sustainability Working Group
- U.N. Sustainable Stock Exchanges Initiative
- ISDA Sustainable Finance Steering Committee
- The International Regulatory Strategy Group's Sustainable Finance Regulation Committee

### SUSTAINABLE PRODUCTS SUITE

#### BATTERY AND RECYCLED METALS

Cobalt  
Lithium  
Scrap steel

#### BIOENERGY

Biodiesel  
Ethanol  
Used cooking oil (UCO)  
UCO methyl ester

#### ESG INDICES

S&P 500 ESG\*

#### RENEWABLE FEEDSTOCKS

Corn  
Oilseeds  
UCO

#### VOLUNTARY CARBON AND EMISSIONS OFFSET

Mandatory  
Nature-based  
Technology-based

#### WEATHER\*\*

Temperature-based  
index futures and options

\* 2024 marked the fifth anniversary of CME Group's S&P 500 ESG index futures, now the most liquid ESG equity index futures contracts globally.

\*\* To enable businesses to hedge the risk they face from atypical weather conditions – particularly as the onset of climate change precipitates extreme weather events – CME Group offers weather futures and options geared to average seasonal and monthly weather in 18 cities around the world – 13 in the U.S., four in Europe and one in Asia.

See more about our [sustainable products and solutions](#) >

### KEY 2024 SUSTAINABILITY METRICS

#### OFFICE SPACES

**77%** WITH LEED, BREEAM OR SIMILAR GREEN CREDENTIALS

**81%** WITH COMPOSTING PROGRAMS  
In addition to ongoing recycling efforts across our locations

#### GREENHOUSE GAS (GHG) EMISSIONS

**17%** REDUCTION IN COMBINED SCOPES 1 AND 2 COMPARED TO 2023

**62%** REDUCTION IN COMBINED SCOPES 1 AND 2 COMPARED TO 2020

These reductions were achieved through the reduction/consolidation of offices and data centers as well as various energy efficiency efforts in those spaces.

### ADDITIONAL RESOURCES

- [Greenhouse Gas Emissions Summary](#)
- [2024 SASB Index Disclosure](#)
- [Sustainable Solutions Webpage](#)
- [Corporate Citizenship Webpage](#)

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## ADDITIONAL INFORMATION ON EMISSIONS CALCULATION AND REPORTING

Improving the quality, timeliness and availability of data is a key component to properly measure emissions and monitor progress over time. There are well-known challenges with the quality and reliability of emissions data in many sectors. This means we sometimes rely on estimated versus directly measured emissions data. Over the years we have made a number of improvements to our reporting. The metrics provided in this report reflect our commitment to transparency and progress but are not suitable for immutable year-over-year comparisons at this time.

Calculations and reporting have been done in accordance with the GHG Protocol and also with U.K. 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. Assumptions for Scope 3 emissions are inherently more common than those for Scope 1 and Scope 2 emissions. Where actual activity-based data was available, it was used for Scope 3 emissions calculations. The majority of Scope 3 emissions were calculated using the GHG Protocol’s spend-based method.

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 are 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 are reported as Scope 3 downstream emissions for CME Group. Our environmental disclosure initiatives will continue to evolve and new strategies will be developed and implemented and discussed in our future corporate citizenship reports.



# Community Commitment

CME Group has a longstanding commitment to making a positive impact in the communities where we live and work. Through the CME Group Foundation, our corporate giving program and other philanthropic efforts, including our support of women's sports through the CME Group Tour Championship, we invest in education, children in need and health and human services, while also creating opportunities for employees to give back to causes that are important to them.



The CME Group Foundation is a 501(c)(3) that aims to empower the workforce of the future through education and opportunities that equip students with the skills and support needed to meet tomorrow's global challenges.

## 2024 CME GROUP FOUNDATION GRANTS

In 2024, the CME Group Foundation made grants to support educational opportunities for youth from cradle to careers across the following giving priorities.

**\$1.9M** GRANTED TO HIGHER EDUCATION, COLLEGE AND CAREER SUCCESS, INCLUDING **\$600K** TO SUPPORT THE CME GROUP FOUNDATION SCHOLARS PROGRAM

**\$2.5M** GRANTED TO K-12 EDUCATION INCLUDING **\$1.1M** FOR GIRLS' MENTAL HEALTH

**\$1.8M** GRANTED TO EARLY CHILDHOOD EDUCATION

## THE CME GROUP FOUNDATION SCHOLARS PROGRAM

The CME Group Foundation Scholars Program aims to provide financial support to first-generation students from low-income communities pursuing four-year degrees in finance, information technology, computer science or applied mathematics.

In 2024, the Foundation awarded scholarships to 18 students, resulting in the total number of students empowered by the Scholars Program expanding to 35 for the 2024-25 academic year. Students who are rising sophomores, juniors and seniors at eligible partner schools, as well as master's in finance candidates, can be awarded \$20,000 in scholarships per year.

## Corporate Giving Program

Our Corporate Giving Program enables employees to support causes they care about through matching gifts. It notably includes our annual charitable contribution to St. Jude Children's Research Hospital via the CME Group Tour Championship.

### CME GROUP EMPLOYEE IMPACT

An important part of the employee experience at CME Group is empowering our employees to give back to their communities, both financially and through volunteerism.

Through our Matching Gift Program, we match employee donations of \$25 or more to eligible charities, up to \$1,500 per employee each year. In 2024, we contributed more than \$221,000 in matching gifts across the global communities where we live and work.

Additionally, our employees utilized more than 500 days off for volunteering in 2024.

### THE CHICAGO STARS SCHOLARS PROGRAM

Through our partnership with the City of Chicago, the Chicago Star Scholars Program helps high-achieving graduates from City Colleges of Chicago pursue a four-year degree.

In 2024, CME Group and the Mayor's office awarded \$5,000 scholarships to 25 students through the CME Group Star Partnership Mayoral Award, continuing our commitment to expanding access to higher education for local talent.

## CME Group Tour Championship

Since 2011, the CME Group Tour Championship is the season-culminating tournament of the Ladies Professional Golf Association (LPGA) season and, through our long-standing charity tie-in, supports St. Jude Children's Research Hospital. In 2024, we donated nearly \$1 million to the hospital through initiatives like the Score 1 for St. Jude program, which contributed \$20,000 for every hole-in-one, and our annual benefit concert. These efforts advance our goal to help ensure that no family ever receives a bill for treatment, housing or travel while caring for a sick child.

The tournament offers a purse of \$11 million through 2025, including a record \$4 million first-place prize—the largest single prize in women's sports. All qualifying players will receive at least \$55,000, setting a new standard for equity in the sport. The CME Group Tour Championship reflects our broader commitment to advancing women in business and sports while supporting St. Jude's lifesaving mission.

## KEY 2024 METRICS

**\$8.6M** IN TOTAL 2025 GIVING

### CME Group Tour Championship

CO-SPONSORED WITH THE LADIES PROFESSIONAL GOLF ASSOCIATION

**\$11M** PURSE, INCLUDING LARGEST SINGLE PRIZE FOR A WOMEN'S SPORT: **\$4M**

## CME GROUP FOUNDATION

**\$2M** TO SUPPORT POSITIVE MENTAL HEALTH OF YOUNG FEMALE CHICAGOANS

PARTNERED WITH

### The Institute for Advancing Computing Education

TO RELEASE A STUDY ON THE KEY LEVERS FOR ADVANCING K-12 COMPUTER SCIENCE EDUCATION

## ADDITIONAL RESOURCES

- [CME Group Foundation Website](#)
- [CME Group Education Webpage](#)
- [CME Institute Webpage](#)
- [Future Fundamentals Website](#)
- [2024 SASB Index Disclosure](#)
- [Corporate Citizenship Webpage](#)



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# Corporate Stewardship

CME Group's approach to corporate stewardship is rooted in strong governance, ethical conduct and responsible engagement with stakeholders. Through our Board oversight, risk management, compliance and cybersecurity programs, we aim to operate with integrity and support the long-term health of global financial markets. In 2024, we advanced efforts across governance, compliance, data security and public policy, reinforcing our commitment to transparency, accountability and market resilience.

## Corporate Governance

Our [Corporate Governance Principles](#) serve as the foundation for guiding our decisions, operating our business and holding ourselves and our leadership accountable. The Principles outline the role of our Board of Directors and support the development of policies and practices that evolve with our company's needs. We align our governance approach with best practices to promote long-term shareholder value and responsible corporate stewardship. In 2024, the Board focused on enhancing director education, overseeing the company's strategy and risks, strengthening governance disclosures and continuing its attention to employee experience and engagement.

### RISK MANAGEMENT

CME Group tracks the impacts from climate and sustainability risk within relevant categories of our enterprise risk universe, based on potential effects to our operations, strategy and reputation. Our Enterprise Risk Management (ERM) Program is overseen by the Board, with the Risk Committee responsible for reviewing and assessing the program's framework and outputs. Senior management manages day-to-day risk and provides regular updates to the Board and its committees.

We also manage third-party risks through a dedicated Third-Party Risk Management (TPRM) Program, which sets due diligence standards to evaluate vendors, suppliers and other partners. This helps ensure critical relationships are reviewed, assessed and monitored to mitigate potential exposures and maintain operational resilience.

### BUSINESS ETHICS AND INTEGRITY

At CME Group, we are committed to operating with integrity, objectivity and transparency. Our global [Code of Conduct](#) outlines our expectations of all employees, contractors and temporary personnel. The program is overseen by our Risk Committee and led by the Chief Enterprise Risk Management and Compliance Officer, with support from a cross-functional team and external experts.

We foster a strong speak-up culture through our Speak Up and Escalation Policy, which requires employees to report misconduct concerns. Reports can be made anonymously where permitted through the CME Group Helpline, which is operated by an independent third party. All allegations are taken seriously and investigated and are overseen at the senior management and Board level.

## Data Privacy and Security

At CME Group, protecting data and maintaining the integrity of our systems and our information, as well as the information entrusted to us, are essential to our operations and earning the trust of our clients, employees and stakeholders. Our Global Information Security (GIS) Program is designed and operated to mitigate information security risks and threats. Its intent is to safeguard the confidentiality, integrity and availability of our information and services. Led by our Chief Information Security Officer, the program employs a layered, defense-in-depth strategy aligned with the National Institute of Standards and Technology Cybersecurity Framework. We operate a 24/7 Cyber Defense Center and conduct regular security assessments, employee training and attack simulation exercises. Our Board of Directors provides cybersecurity risk oversight, with the Risk Committee receiving regular updates.

We also maintain a robust privacy program that includes compliance with global privacy regulations, such as the European General Data Protection Regulation, and transparency around data use as described in the [CME Group Privacy Center](#).

Our cross-functional teams actively monitor third-party cybersecurity risks and conduct due diligence on critical vendors to protect data entrusted to us and in support of operational resilience across our global operations.

These programs are subject to risk-based examinations by our internal audit function.

## Public Policy and Partnership

CME Group engages with policymakers and regulators at the federal, state, local and international levels to advocate for sound public policy and support the stability of global financial markets. Our approach is grounded in transparency, integrity and compliance with applicable legal and regulatory frameworks.

Recognizing our significant role as a leader in global financial markets, we prioritize collaboration and information sharing. We are an active participant in various industry organizations around the world that share our commitment to market integrity, financial services resiliency and the security of our information and systems. Through these affiliations, we contribute to the success of our industry and drive long-term value for our shareholders.

### ADDITIONAL RESOURCES

- [Corporate Governance Principles](#)
  - [2025 Proxy Statement](#)
- [2024 SASB Index Disclosure](#)
  - [Confidentiality and Data Protection Policy](#)
- [2024 Policy Engagement Statement](#)
  - [Corporate Citizenship Webpage](#)

### KEY 2024 GOVERNANCE HIGHLIGHTS

- 91%

OF BOARD MEMBERS ARE INDEPENDENT
- 69

EMPLOYEES RECOGNIZED AS COMPLIANCE CHAMPIONS

### OUR BOARD AT A GLANCE

- AVERAGE AGE & TENURE  
(in years)

12

TENURE

66

AGE
- GENDER

16

MALE

6

FEMALE
- RACE / ETHNICITY

19

WHITE

3

BLACK
- QUALIFICATIONS & EXPERIENCE

41%

TECHNOLOGY AND INFORMATION SECURITY

41%

FRESH PERSPECTIVE  
(tenure less than five years)

41%

CORPORATE GOVERNANCE

27%

GLOBAL PERSPECTIVE, INTERNATIONAL

| 2024 RISK UNIVERSE                   |   |                              |
|--------------------------------------|---|------------------------------|
| CLEARING HOUSE                       | COMPLIANCE  | REPUTATIONAL                 |
| Clearing House Financial Resources   | Corporate Compliance  | Brand                        |
| Clearing House Operations            | Regulatory  |                              |
| Clearing House Regulatory Compliance | Government Relations: Political, Legislative and Regulatory | OPERATIONAL                  |
|                                      | Legal   | Sourcing and Third Party     |
| FINANCIAL                            | STRATEGIC AND COMMERCIAL                                    | Information Security         |
| Accounting and Financial Information | Growth  | Physical Security            |
| Credit, Market and Industry          | Commercial Offerings  | Human Resources              |
|                                      |   | Operational Resilience       |
|                                      |   | Information Technology       |
|                                      |   | Transformation and Execution |
|                                      |   | Trading Operations           |

## 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.

## LEGAL DISCLAIMERS

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. This report is intended to highlight some of the work relating to our commitments to empowering our workforce, developing sustainable solutions, marking a philanthropic impact and governing our business; it is not comprehensive or necessarily representative of all our activities in those areas.

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 corporate citizenship 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 related materiality review process is different from the definition used in the context of filings with the SEC and under the long-standing U.S. Supreme Court definition of that term. Issues deemed material or relevant for purposes of this report and for purposes of determining our corporate citizenship related 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, 2024 and “Risk Factors” in Part II, Item 1A of the company’s subsequent Quarterly Reports on Form 10-Q. CME Group does not undertake to update any forward-looking statements.

Unless otherwise noted, this report covers initiatives and performance metrics associated with our global operations from January 1 through December 31, 2024. Our past reports are available on our website.

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.

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