

Workforce Empowerment

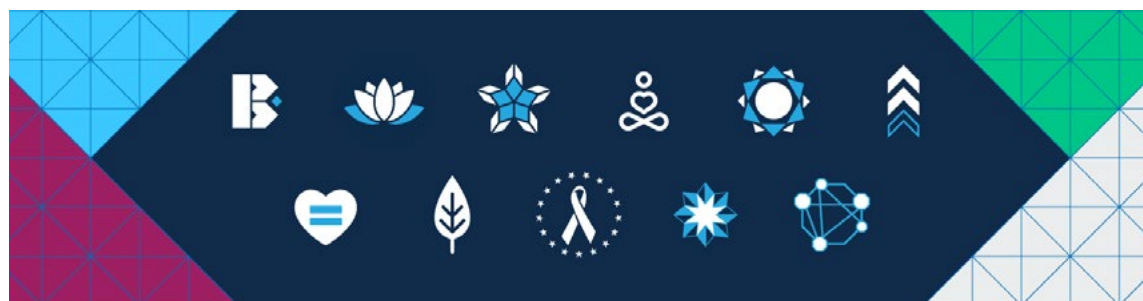
Our people are central to our performance and progress. Through the workforce empowerment pillar, we focus on creating an environment where employees can grow their careers. In 2024, we continued to invest in employee development, internal mobility and well-being efforts that are reflected in key talent 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) 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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