



## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This Slavery and Human Trafficking Statement is required under Section 54 of the Modern Slavery Act 2015 (the “Act”). This Statement applies to all companies within CME Group Inc. (“**CME Group**”) (NASDAQ: CME) that are required to have a modern slavery statement in accordance with the Act. This is our sixth statement and covers the financial year ended 31 December 2022.

### ***Our Business***

As the leading and most diverse derivatives marketplace, CME Group enables clients to trade futures, cash and over-the-counter 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. We also offer cash and repo fixed income trading via BrokerTec, and cash and OTC FX trading via EBS. CME Group provides electronic trading globally on its CME Globex platform. In addition, it operates one of the world’s leading central counterparty clearing providers, CME Clearing, which is operated by Chicago Mercantile Exchange Inc.

As of December 2022, CME Group had headcount of 3,465 employees and offices in more than 15 countries.

Further details on our business are set out in our **2022 Annual Report**, which is available on our [website](#).

### ***Respect for Human Rights***

CME Group is committed to treating all of its colleagues with respect, dignity and ensuring safe working conditions. In support of this commitment, CME Group has adopted business principles, corporate values and ethical standards and through this Statement represents its commitment to challenge and confront the use of forced, compulsory, trafficked or child labor within its own organization and its supply chains.

### ***Risk Assessment***

As a financial services and technology company, CME Group believes that it operates within an industry with a low risk of supporting or encountering slavery or human trafficking, based on the nature of the relevant products and services as well as the locations of its significant operations (predominantly in the United States and the United Kingdom where such activities are prohibited). Additionally, CME Group’s supply chains are limited. Generally, we procure computer equipment as well as office supplies, equipment and services for the daily running of our businesses. In addition, from time to time, we use third party vendors and contractors for technology support and development, and for various advisory services. CME Group does not manufacture or sell any physical goods and, therefore, we have no supply chain relating to such activities.

## ***Anti-Slavery Policy and Practices***

Notwithstanding our low risk for supporting slavery or human trafficking, we are committed to essential ethical standards and mandates compliance with the laws and regulations in the jurisdictions where we operate and respect the human rights of others.

We have an established global corporate compliance and ethics program (the “**Program**”), which is designed to promote integrity and ethical business practices throughout our organization under the leadership of our MD Chief Enterprise Risk Mgmt and Compliance Officer. The Program is overseen at the CME Group Board level by our Risk Committee.

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls designed to ensure slavery or human trafficking is not taking place anywhere in our business or supply chains.

CME Group employees and suppliers receive communications and education on our policies and expectations regarding adherence to those policies. Employees are required to comply with our [Code of Conduct](#) and third parties, including suppliers, are required to comply with the [Guide to Conducting Business for Third Parties of CME Group Inc](#) (the “**Guide**”), which includes a section on Respect, Inclusion and Non-Discrimination.

## ***Employees***

As described in more detail in our [Corporate Citizenship & Sustainability Reports](#), which cover our ESG (environmental, social and governance) program and strategy, we are focused on Workforce Empowerment. Our team members are the heart and soul of the company, and we invest in them through training, continuous development, and fostering a culture of inclusion and innovation.

We are dedicated to creating a workplace that respects each employee’s human rights, and has established programs designed to ensure that the employment conditions of our people, and the interactions of our people with clients, vendors and other business partners are consistent with the regulations and laws in the jurisdictions in which we operate. We embrace diverse experiences, cultures and skills, working to ensure that all perspectives are acknowledged and valued. Employment at CME Group is based upon individual merit and qualifications directly related to professional competence. The company will not tolerate discrimination against anyone on the basis of any characteristic protected by applicable law in recruiting, hiring, placement, compensation, training, career development, promotion, discipline, grievances or redundancy and dismissal/termination.

We invest in the health and wellbeing of our employees, providing a range of wellness-related resources. During the continued pandemic, we have prioritized the health and safety of our colleagues, including the adoption of new policies and resources to help them navigate health and caregiving challenges, cope with the stress and anxiety caused by the pandemic and make their at-home work experience more effective and engaging.

In addition, compensation and benefits play an important role in our ability to attract, retain and motivate our workforce. We are committed to providing competitive compensation for our employees, and benefits that support our employees’ needs, such as health and retirement benefits and other programs to support work-life balance.

### ***Third Party Suppliers***

We have an established dedicated Third Party Risk Management (“**TPRM**”) Program. Through our TPRM Program, we have enhanced due diligence and risk assessment processes to identify any heightened risks of slavery or human trafficking. As part of TPRM’s due diligence activities, TPRM conducts an Office of Foreign Assets Control (“**OFAC**”) screen for all material third parties. The OFAC screen aims to identify and prevent any contracts being executed with countries, companies, or organizations which are under sanctions by the United States government. We also have in place policies and procedures and legal agreements that require third parties to comply with applicable laws and the standards of CME Group. Suppliers that are rated as higher risk in relation to potential human rights violations are subject to additional due diligence.

### ***Reporting of Violations of the Slavery or Human Trafficking***

Pursuant to the Code of Conduct, colleagues are obligated to report immediately any business conduct or other conduct of which they become aware that might raise a legal or ethical issue (including human rights issues, such as slavery and human trafficking) and any instance where it is observed that anyone is being treated in a manner inconsistent with our non-discrimination policies. To encourage reporting, we offer multiple reporting options (including anonymous helplines, where permitted under local law) for employees and other third parties to make confidential reports, raise complaints and request guidance about compliance or ethical issues, including matters referred to in our policies. We promote these reporting options through our internal policies, communications and trainings. These reporting options provide an avenue through which we can ensure that any potential slavery, human trafficking or wider human rights impacts are identified and dealt with appropriately in our organization. Each report of suspected misconduct is investigated by appropriate groups within our organization and, where a violation of policy is substantiated, corrective action is taken. We also have a policy prohibiting retaliation for raising concerns based on the reasonable belief that misconduct has occurred.

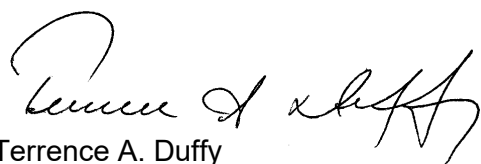
### ***Our Continuing Commitment***

We will continue to engage with our people and vendors to raise awareness and to take further steps to ensure that slavery and human trafficking are not taking place within our business and supply chain.

Questions regarding this Statement should be directed to CME Group Compliance Department at [cme.compliance@cmegroup.com](mailto:cme.compliance@cmegroup.com).

This Statement on Modern Slavery and Human Trafficking for the year ended December 31, 2022 has been approved by the Board of Directors of CME Group Inc. on May 3, 2023 and by the boards of directors of each of its subsidiaries that are required to make an annual statement pursuant to Section 54 of the Act.<sup>1</sup>

On behalf of CME Group Inc.



Terrence A. Duffy  
Chairman and Chief Executive Officer

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<sup>i</sup> The signatures of the subsidiaries of CME Group Inc., Inc., and the dates of their respective board approvals and names of their respective signatory directors (or equivalent), that are required to make an annual statement pursuant to the Act are available on request from our Office of the Secretary, CME Group Inc., 20 South Wacker Drive, Chicago, IL 60606. The relevant subsidiaries are: BrokerTec Europe Limited, Chicago Mercantile Exchange Inc., CME Finance Holdings Limited, CME London Limited, CME Operations Limited, CME Technology and Support Services Limited, EBS Dealing Resources International Limited, EBS Group Limited, EBS No. 2 Limited, EBS Service Company Limited, NEX Group Holdings Limited, NEX International Limited, NEX Markets Limited, NEX Optimisation Limited and NEX Services Limited.