



TradingHub

Sustainability Report

2024/25

Continuing our sustainability journey



Publishing our first sustainability report was a valuable learning experience, as we worked through the challenges of gathering consistent data from stakeholders and partners. Over the past year, we have made strong progress in improving the quality of management information across our global offices, which has enhanced the accuracy of our 2023/2024 emissions and utilities reporting. Through a number of targeted initiatives, we have built momentum in our sustainability journey, and our commitment to embedding ESG principles into both our short and long-term growth strategies remains as strong as ever.

A handwritten signature in black ink that reads "Elaine".

Elaine Thomas

Chief Administration Officer

Accreditations



SUSTAINABILITY RATING
EcoVadis Bronze Badge



SUSTAINABILITY ACCREDITATION BUILDER
The Disruption House



ENVIRONMENTAL DISCLOSURE
Carbon Disclosure Project



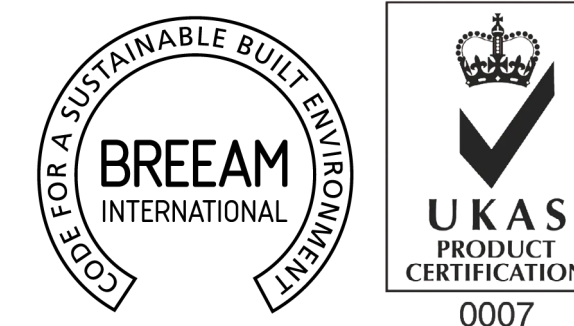
CERTIFICATES
ISO 14001, ISO 27001



ACCREDITED
Living Wage Employer



ACCREDITED
SOC 2



ACCREDITED
BREEAM International / UKAS

Our Vision, Purpose, Mission And Values

Our Vision

To create the world's leading financial markets analytics platform.

Our Purpose

Our purpose is to create the world's leading financial markets analytics platform and develop solutions that transform our customers' business.

Mission Statement

Our mission is to help financial institutions maintain the integrity of the markets by detecting and preventing financial crime and enhancing trading performance.

VALUES



AMBITION

At TradingHub, we have ambitious plans to grow our business. Everyone at TradingHub is best placed to use and maximise their valuable skills. We align roles and people so that our customers always receive excellent service.



ACCOUNTABILITY

TradingHub's proactive approach to supporting customers means we lead by example and own our actions and the results they generate. Everyone gets involved and contributes to this.



PARTNERSHIP

We value collaboration and diversity in every partnership we build. Our culture fosters inclusivity and teamwork, which provides the foundation for lasting customer connections.



TRUST

Our customers trust us with their highly confidential data and information. TradingHub is worthy of that trust.

Summary

Climate



Principles:

Committed to achieving a reduction of 42% in Scope 1 and 2 emissions by 2030 and achieving net zero emissions by 2050.

We successfully achieved the climate targets set last year:

- ✓ Increased cyclist provisions from 8 to 18 spaces.
- ✓ Enhanced energy efficiency through LED lighting installation and a Building Management Systems (BMS) upgrade.
- ✓ Improved waste management and recycling rates.

Along with these achievements we have:

- ✓ Re-used existing furniture for our London Head Office relocation as part of our recycling commitments.
- ✓ Continued partnership with Trees for Travel, supporting local community initiatives and global reforestation efforts that promote biodiversity and sustainable employment.
- ✓ Collaborated with building management teams to monitor water and energy usage, and to promote best practices in housekeeping. To support more frequent tracking, sustainability reports are now issued quarterly by building management.

- ✓ Expanded into Sydney, Australia and relocated our Singapore office, both into new Class A buildings.
- ✓ Maintained our ISO14001 accreditation, reaffirming our commitment to environmental responsibility.
- ✓ Launched our Green Guardians committee to champion sustainability across the business ensuring key governance and improvements are reviewed regularly.
- ✓ Achieved our CDP scorecard, earning an SME B for Climate.
- ✓ Established a Key Supplier strategy to promote climate action through our supply chain.
- ✓ Launched our Net Zero action plan.

Targets for 2026

- Relocate our Toronto office in 2026 to a new Class A building.
- Promote and sponsor the use of external cycle partners (e.g. Santander, Lime) to support sustainable travel.

Community



Principles:

We are committed to supporting our employees and our local community to reach their maximum potential.

We met the community targets we set last year:

- ✓ Formalising and outlining our CSR purpose and objectives.
- ✓ Deepened our partnership with Inspire, through additional events such as promoting careers in Engineering for Women.
- ✓ Our 71% participation rate has continued and while it has not increased, it reflects strong and consistent engagement, especially given the frequency of our surveys.

Alongside these achievements we have:

- ✓ Been an inclusive employer, embracing and celebrating diversity in a wide range of events throughout the year.
- ✓ Launched the Parents Network.
- ✓ Maintained our Living Wage accreditation.
- ✓ Provide daily food across all our offices, varying from lunches, fruit and healthy snacks.
- ✓ Introduced staff lunches onsite through Feedr, who for every meal ordered, donate, a meal to a child in need across India and the UK through their partnership with The Akshaya Patra Foundation.

- ✓ Continuous management development – focused on supporting managers through the Managers' Forum, offering in-person and online training, practical resources, and coaching.
- ✓ Launched a CSR survey for all candidates' applications ensuring our CSR initiatives reflect the values of our current/potential employees, making us an employer of choice.
- ✓ Support our employees through WorkLife Central, providing access to expert-led resources on wellbeing, career development, and work-life balance. This helps our people thrive personally and professionally, contributing to a more inclusive and supportive workplace.
- ✓ Run a successful annual mentoring programme to support professional development, knowledge sharing, and inclusion across the organisation. The initiative helps build internal networks, foster growth, and empower employees at all career stages.

Targets for 2026

- Achieve 70% of completed PDPs for applicable employees
- Design and implement standardised, team-specific onboarding programmes across all departments to ensure a consistent and supportive employee experience, reduce time to productivity, and enhance on-the-job learning accessibility.

Culture



Principles:

To build a culture of best practice, governance and behaviour alongside the curiosity and innovation needed to grow our business.

We met the culture targets we set last year:

- ✓ Maintained our ISO accreditations.
- ✓ Established mental health first aiders.
- ✓ Rolled out Sustainability training as part of our annual mandatory training.

Alongside these achievements we have:

- ✓ Improved our Disruption House score from Builder to Leader in 12 months.
- ✓ We significantly improved our EcoVadis score, rising from 53/100 in December 2023 (placing us in the 55th percentile) to 66/100 in February 2025, elevating us to the 82nd percentile.
- ✓ Launched a company-wide annual Personal Development Planning initiative, delivering targeted training to both managers and employees. This empowers everyone to take a proactive, structured approach to career growth and personal development.

Targets for 2026

- Achieve our Investors in People accreditation.
- Implement a new HR system to further digitalise, and improve DEI analytics and compensation reporting.



SUSTAINABLE DEVELOPMENT GOALS

ALIGNMENT TO UN SDGs

	UN SDG Goal	TradingHub Contributions	Metrics
3 GOOD HEALTH AND WELLBEING 	Ensure healthy lives and promote wellbeing for all ages.	<ul style="list-style-type: none"> We run regular wellbeing sessions, educating employees on mental health awareness, discrimination and diversity, equity and inclusion issues. Our fundraising events typically focus on health-related challenges, including Tough Mudder, the London to Brighton Cycle Ride, Saucony 10K runs and the Three Peaks Challenge. Employees are provided with complimentary lunches, fruit and healthy snacks. For each lunch ordered with the Feedr platform, a meal is donated to a child in need through the Akshaya Patra Foundation. 	<ul style="list-style-type: none"> Mental Health First aid training. Opportunity to partake in health related fundraising activities. DEI target and training.
4 QUALITY EDUCATION 	Ensure inclusive and equitable quality education and foster lifelong learning opportunities for all.	<ul style="list-style-type: none"> We support employee learning through Continuous Professional Development (CPD). Our employees expand their work skills through a variety of internal and external training opportunities. Launched a company-wide annual Personal Development Planning initiative, delivering targeted training to both managers and employees. This empowers everyone to take a proactive, structured approach to career growth and personal development. 	<ul style="list-style-type: none"> Hours of training per employee. Types of training offered. Percentage of PDP's completed.
6 CLEAN WATER AND SANITATION 	Ensure availability and sustainable management of water and sanitation for all.	<ul style="list-style-type: none"> In our office, we have installed motion sensor water-saving office appliances. We have implemented leak detection systems to prevent unnecessary water loss. We collect water consumption data. 	<ul style="list-style-type: none"> Total water usage. Water intensity ratio.
7 AFFORDABLE AND CLEAN ENERGY 	Ensure access to affordable, reliable, sustainable and modern energy for all.	<ul style="list-style-type: none"> Our London Head Office is BREEAM accredited and uses 100% renewable energy. All our offices have energy-saving measures in place, such as PIR lighting, automated screen saving and efficient thermostat temperature management. We support recycling initiatives across all locations, ensuring food waste is separated from glass, plastics, and paper to prevent contamination. This practice aligns with local regulations and reflects our commitment to responsible waste management. 	<ul style="list-style-type: none"> Total energy use. Energy intensity ratio. % Renewable Energy.

	UN SDG Goal	TradingHub Contributions	Metrics
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive, and sustainable economic growth, as well as full and productive employment and decent work for all.	<ul style="list-style-type: none"> We have implemented comprehensive employee well-being programs, including health and wellness initiatives and flexible work arrangements. Actively promote inclusive hiring practices. 	<ul style="list-style-type: none"> Employee Engagement Survey Response Rate. Employee Share Plan Participation. Workforce Age Diversity. Employee Retention.
11 SUSTAINABLE CITIES AND COMMUNITIES 	Make cities and human settlements inclusive, safe, resilient and sustainable.	<ul style="list-style-type: none"> We selected a BREEAM certified office when we relocated our London Head Office. We maintained our ISO 14001 accreditation. 	<ul style="list-style-type: none"> BREEAM or LEED. Certification. ISO Environmental Certifications.
13 CLIMATE ACTION 	Take urgent action to combat climate change issues.	<ul style="list-style-type: none"> Expanded our emissions tracking to include Scope 1, 2, and 3, enabling more comprehensive monitoring of our progress toward achieving Net Zero by 2050. We will aim to reduce our emissions year on year through a number of measures and techniques in partnership with building management. 	<ul style="list-style-type: none"> Scope 1 and 2 GHG Protocol emission metrics. Net zero action plan.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promote peaceful and inclusive societies for sustainable development, provide access to justice to all and build effective, accountable and inclusive institutions at all levels.	<ul style="list-style-type: none"> Our continuing ESG education demonstrates our commitment to good stewardship practices. We have educated an executive member of our board to drive ESG decisions helping us create accountable business practices. 	<ul style="list-style-type: none"> ESG management training. ESG employee certifications. Sustainability mandatory training for all employees.

Our Roadmap



Climate

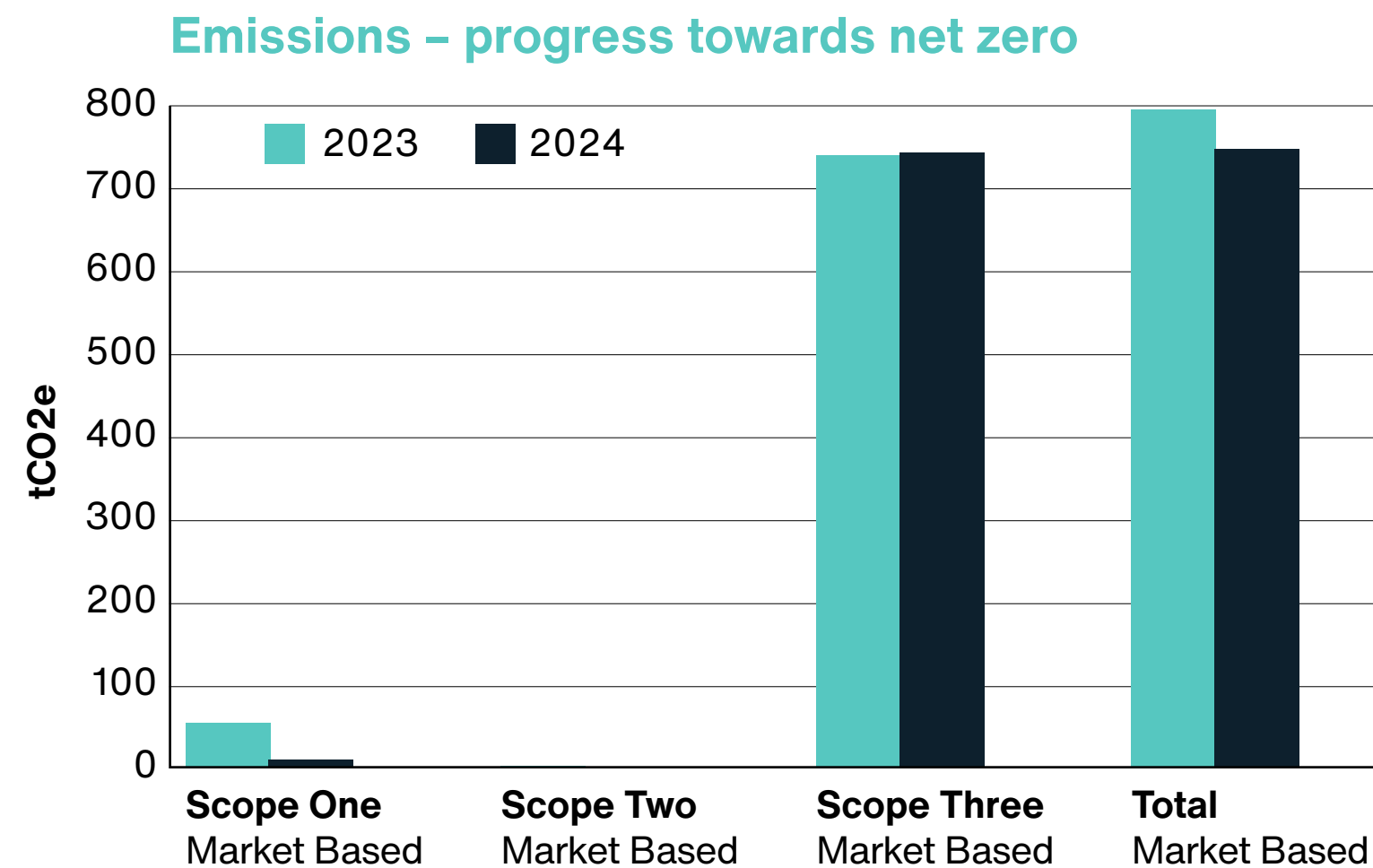


When we began our sustainability journey, ESG reporting was still evolving across our landlord network. As a result, the quality of utilities and waste data initially fell short of expectations. Since publishing our first report, we've worked closely with landlords to improve the level of management information available across our global offices. This has enhanced the accuracy of our 2023/2024 emissions and waste reporting. Reliable data is essential to achieving our sustainability goals, and as part of our roadmap, we've prioritised relocating to Class A buildings with robust environmental reporting systems. We're now able to report comparative data for 2023 and 2024, including waste generation percentages. Looking ahead, as we continue to improve how food waste is separated from other materials, we expect to see further gains in compost waste reporting in 2025.

Emissions

We have achieved substantial reductions in our Scope 1 and Scope 2 emissions. When we launched our near-term targets last year, our primary focus was on Scope 1 and 2 emissions because they are directly within our operational control and they represent the most immediate opportunity for impact.

Scope 3 emissions increased by less than 1%, which was anticipated given that the majority of these emissions stem from business travel. As the company enters a growth phase and expands its global customer base, travel demand has naturally risen.



4527

trees planted to offset business travel (as at 31 July 2025).

BREEAM

Accreditation for our main London office

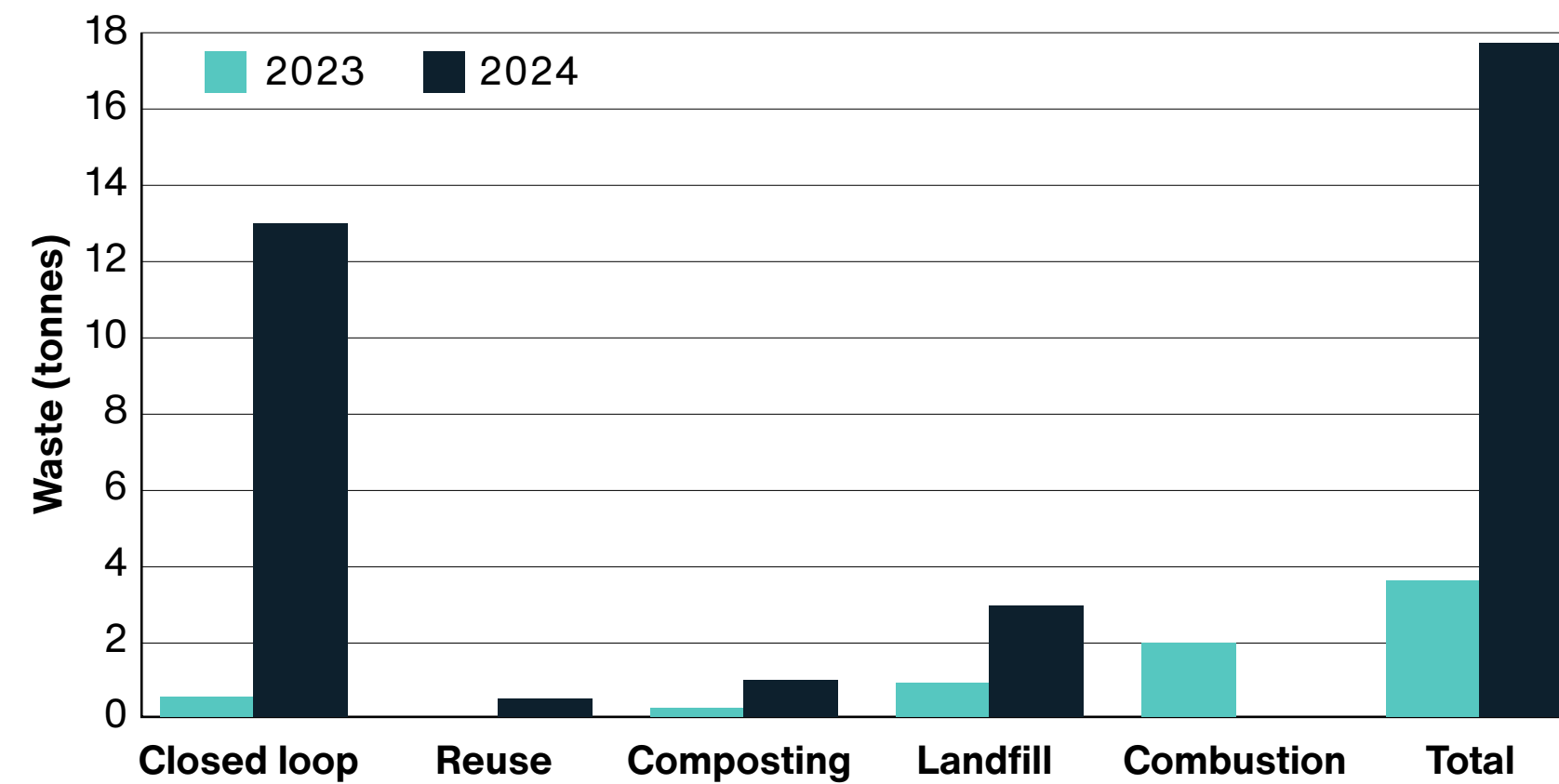
Climate



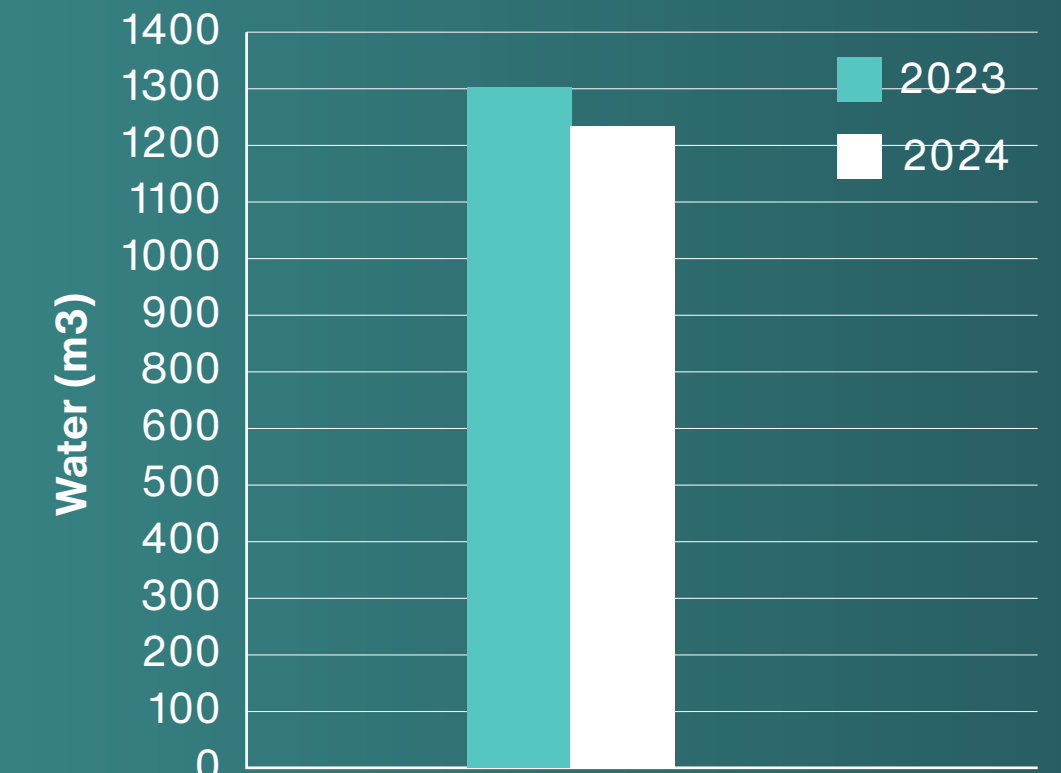
Head Office Move Impact

In 2024, the Head Office was relocated from Broadgate Tower to Aldermanbury Square. The transition included a period of dual occupancy, which led to elevated electricity consumption during the year. Additionally, while the majority of existing furniture was successfully reused to reduce landfill impact, some items were surplus to requirement, or incompatible with the new furnished office setup and were disposed of, contributing to increased waste volumes in 2024.

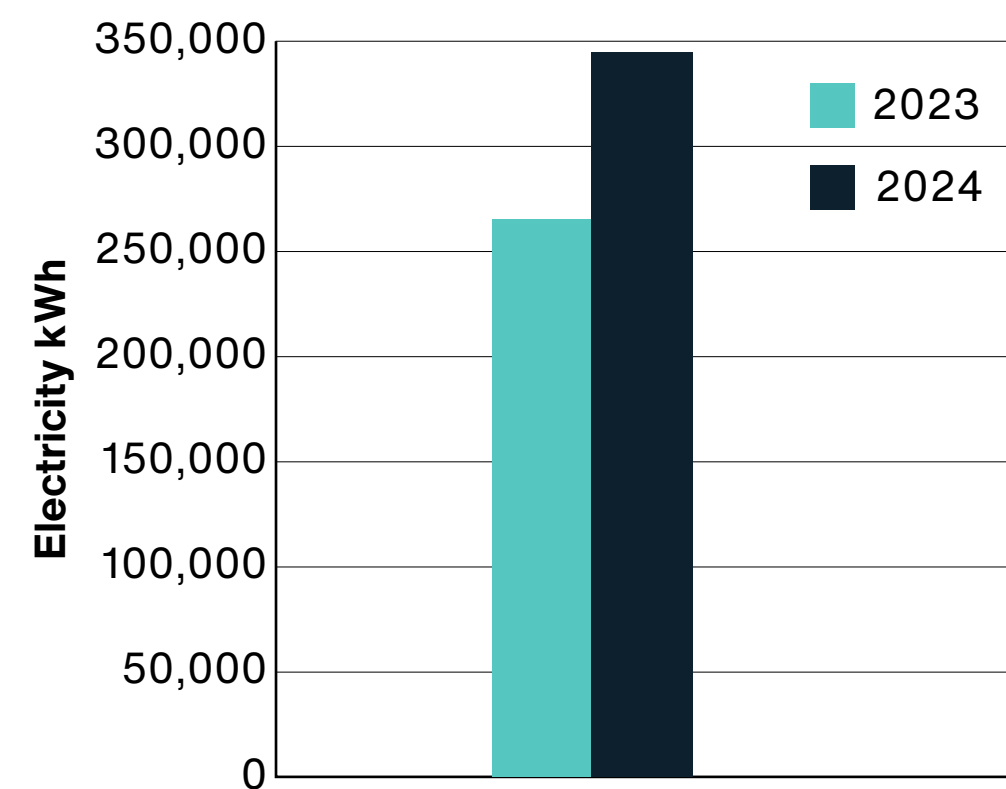
Breakdown of waste types by tonnes



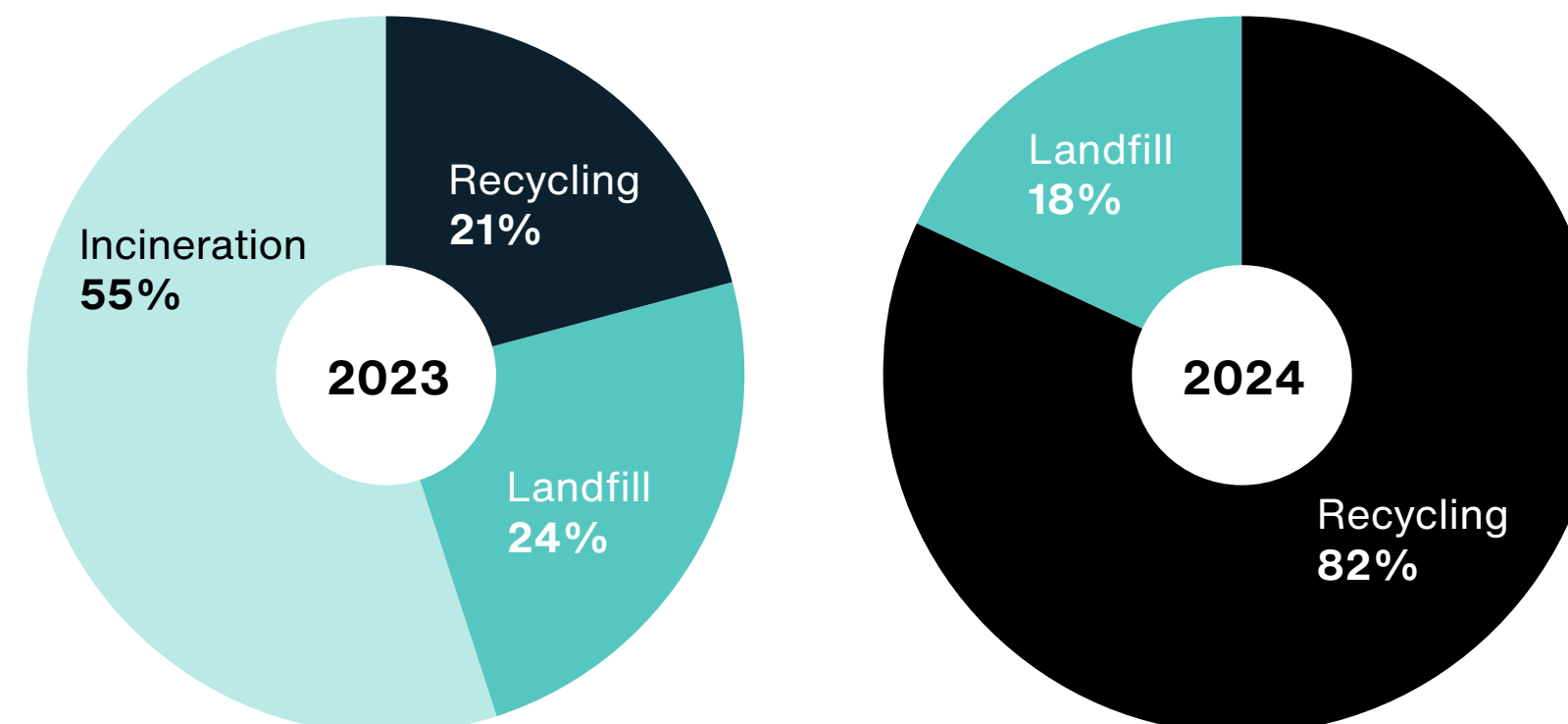
Water usage



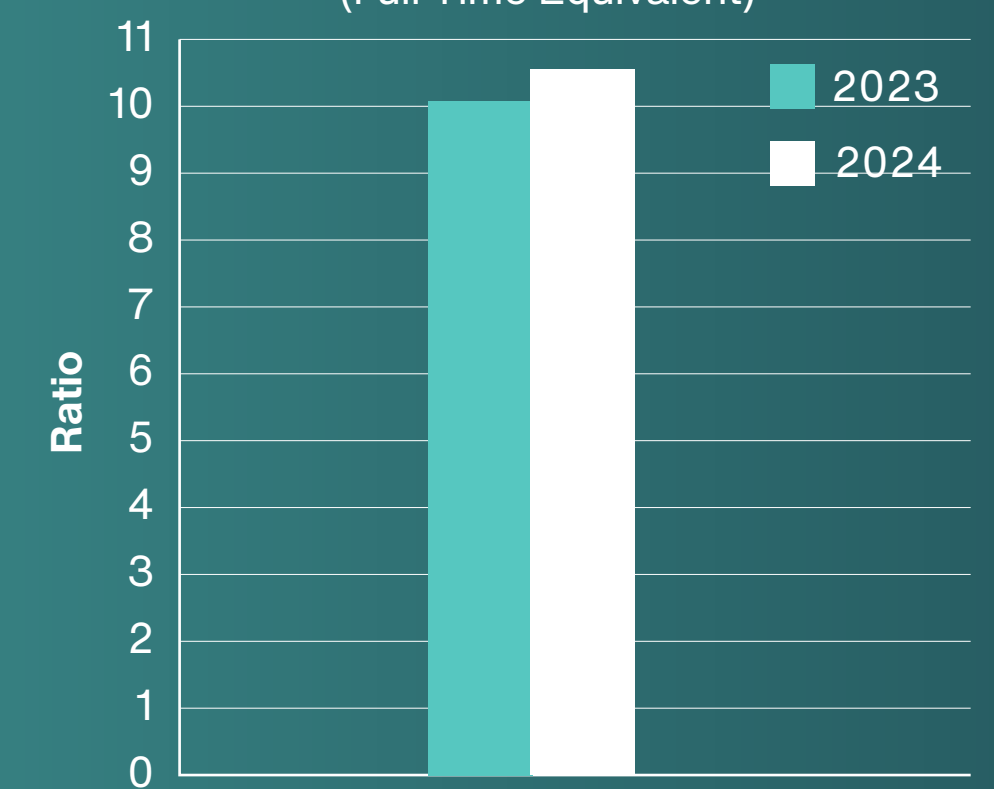
Electricity usage



Waste disposal methods



Water Intensity Ratio per FTE (Full Time Equivalent)



Community



CSR

We take a global approach to CSR, ensuring that all employees, regardless of location, can engage meaningfully with our initiatives. Each office hosts tailored CSR events that reflect local interests and needs, while global CSR events are made accessible to everyone via Teams. Many of these are also recorded to support broader participation across time zones and schedules. In our Singapore and Toronto offices, we have gone a step further by selecting landlords who actively foster community through tenant-hosted events. This has been especially valuable for smaller teams, offering opportunities to connect and collaborate beyond our immediate workplace.

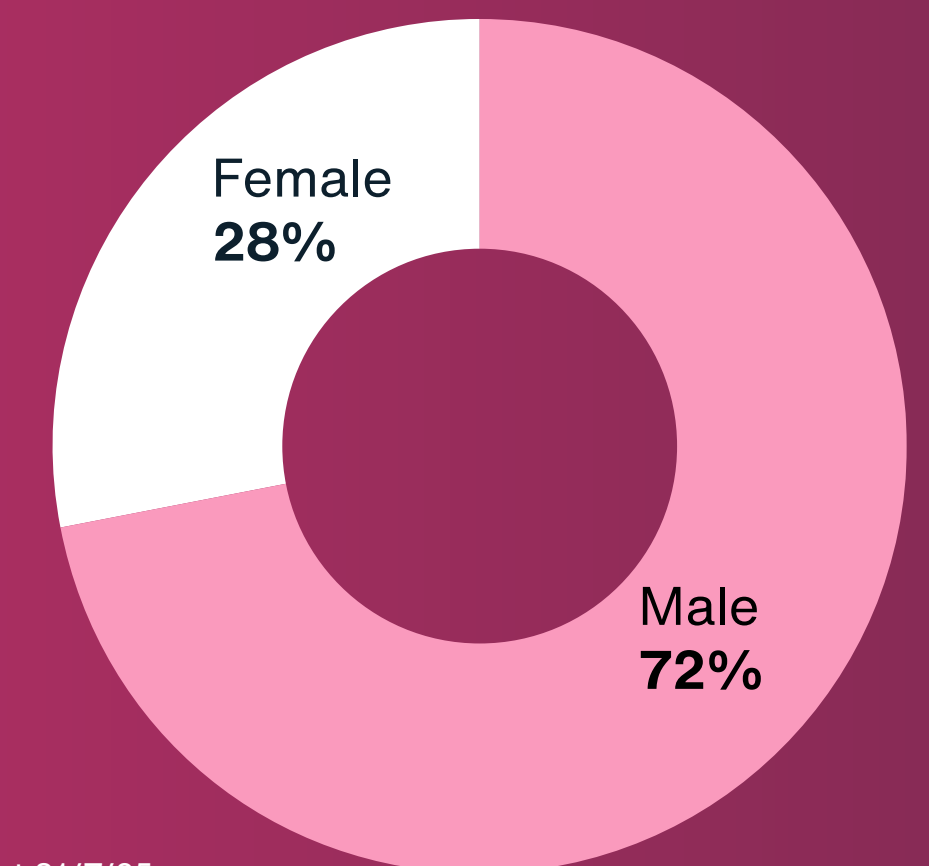
Fostering a strong sense of community is central to our sustainability and global CSR strategy. We believe that when employees feel connected, supported, and heard, it drives engagement, wellbeing, and long-term impact. In 2024, we

expanded our employee resource groups to include the Parents Network, complementing our existing DEI, Women's Network, Social, and Charity groups. The Parents Network quickly became a vibrant space for peer support, hosting events such as Paediatrics First Aid and "Keeping Children Safe Online" lunch and learns.

To ensure our CSR initiatives continue to reflect what our people value most, we introduced an annual CSR survey. This gives employees a direct voice in shaping future activities and support, reinforcing our commitment to inclusivity and continuous improvement. We also ask all candidates to complete an external CSR survey as part of the application process. This helps us understand which ERGs matter most to them, ensuring our CSR initiatives reflect the values of not only our current employees but also the wider external community.

Gender breakdown

Prefer not to say 0%



Data collected as at 31/7/25

Community



Wellbeing - Office Environment

We recognise that the workplace environment is vital in supporting employee wellbeing. As part of our move to a new head office, we prioritised creating a space that fosters collaboration and individual comfort. The office now features open collaborative areas, designated quiet zones, a multifaith room, a wellness room, dedicated employee social kitchen for internal connectivity, and networking and shower facilities.

To further support our employees' daily experience, we provide fresh fruit, and snacks along with on site lunches twice a week.

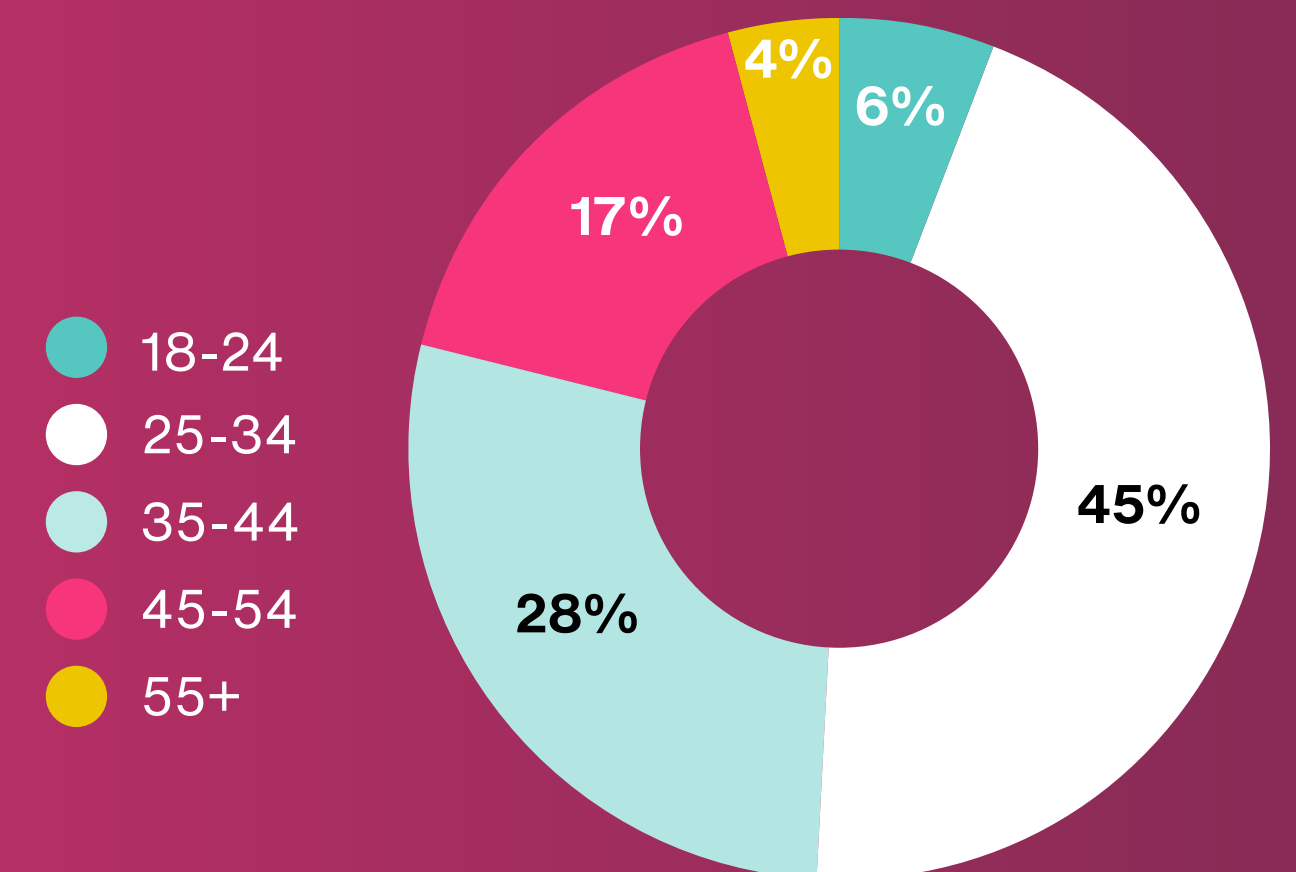
In acknowledgement of our neurodivergent community, we also introduced static allocated desks to ensure consistency and comfort for every employee. As we begin exploring new office locations in Toronto, we remain committed to maintaining this inclusive and thoughtful approach for our teams there.

Employee Engagement

We've maintained our commitment to employee engagement by continuing quarterly surveys throughout 2025. Our June survey saw a 71% participation rate, this is a strong result given the regularity of the surveys and reflects a healthy level of engagement across the business.

Our employee Net Promoter Score (eNPS) has averaged +18 across 2024 and into mid-2025. While slightly below our previous score, we are actively responding to feedback and remain confident in reaching our target of +30. We continue to listen, learn, and evolve to ensure TradingHub remains a great place to work.

Age composition



Data collected as at 31/7/25

Culture



Culture as the Foundation of Sustainability

A strong organisational culture is the cornerstone of a sustainable business; it fosters collective responsibility, drives innovation, and enhances long-term resilience. At TradingHub, we believe that sustainability must be lived across every level of the organisation. Independent assessments such as EcoVadis and the Disruption House are essential for validating and benchmarking our ESG efforts across the entire organisation.

The Disruption House Accreditation Journey

TradingHub's engagement with The Disruption House reflects our increasing commitment to ESG integration. Progressing from Builder in 2024 to Leader accreditation in 2025 demonstrates the depth of our focus and the pace of our advancement. The 2025 Disruption House report recognised our "outstanding performance," highlighting a company-wide dedication to ESG excellence.



EcoVadis Performance and Progress

TradingHub's progress with EcoVadis highlights our commitment to continuous improvement. Our score rose from 53/100 in December 2023 to 67/100 by February 2025, placing us in the 84th percentile. We're proud of this achievement and remain focused on year-on-year advancement.



CDP

TradingHub's participation in the CDP disclosure programme in both 2024 and 2025 reflects our commitment to environmental transparency and continuous improvement. It reinforces our belief in data-driven sustainability and accountability.



2nd
Annual Sustainability Report

0
Whistleblowing incidents

0
Corruption incidents

0
Information Security reportable incidents

0
Reported incidents of human rights violations in our supply chain

0
Child forced labour reports

Culture



Mandatory Training

This year we have added Sustainability to our extensive library of courses. This ensures all employees understand their role in supporting the company's sustainability goals. It fosters a culture of accountability and awareness, helping embed sustainability principles into everyday decision-making.

The library of courses include;

- Bullying & Harassment
- Criminal Finances Act
- Equity & Diversity
- Fraud, Bribery and Corruption
- General Data Protection Regulation
- Health and Safety in the Office
- Information Security
- Modern Slavery
- Navigating Environmental Sustainability: A Guide for Leaders
- Physical Security
- Policy Attestation
- Preventing Money Laundering
- Sustainability and People
- Whistleblowing

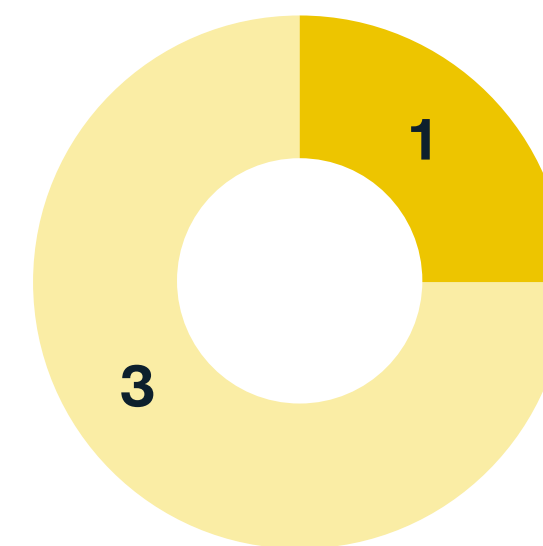
We are proud to have achieved 100% completion rates for both 2023 and 2024.

Board Governance

Governance is a cornerstone of our sustainable business, providing the framework through which ethical practices, long-term strategy and stakeholder accountability are upheld. TradingHub's strong board governance is essential, not just for compliance, but for driving meaningful progress in our Sustainability journey.

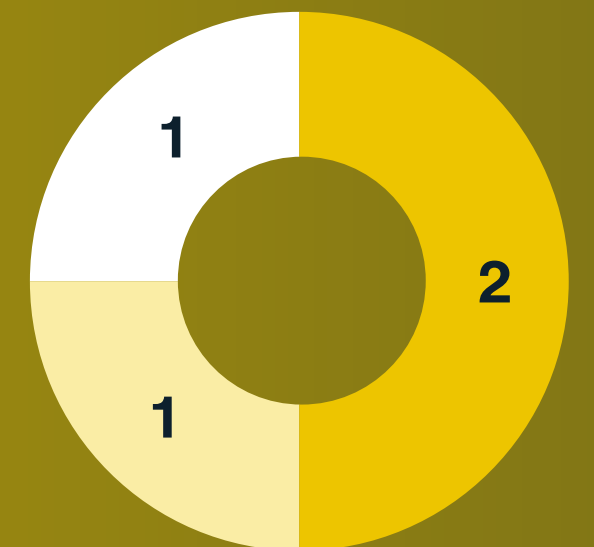
Board Composition

- Non-Executive
- Executive



Tenure of Directors

- 0-2 Years
- 3-6 Years
- 7+ Years



Board Gender

- Female
- Male

