

## UK Gender Pay Gap

This report marks the second gender pay gap (GPG) report of Tradeweb Europe Limited, prepared in compliance with UK regulations requiring companies with 250 or more employees to publish gender pay gap data. In compliance with these UK regulations, we have calculated and disclosed our gender pay gap figures based on data as at the snapshot date of 5 April 2025, for the reporting period of 6 April 2024 to 5 April 2025. This report outlines our gender pay gap metrics, including the mean and median pay gap, bonus gap, the proportion of men and women receiving bonuses and male/female representation in each pay quartile.

## Declaration

I confirm that the information and data reported below is accurate as at the snapshot date of 5 April 2025 and in compliance with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Enrico Bruni**  
**Director**  
**Tradeweb Europe Limited**

Tradeweb Europe Limited (UK)		
	Mean	Median
Gender hourly pay gap	24.1%	29.5%
Gender variable pay gap	54.8%	40.0%
	Male	Female
% receiving variable pay	96.4%	94.9%
% in each pay quartile	Male	Female
Upper quartile	77.1%	22.9%
Upper mid quartile	66.2%	33.8%
Lower mid quartile	47.9%	52.1%
Lower quartile	42.3%	57.7%
Headcount	<b>58.8%</b>	<b>41.2%</b>

