



Cboe Global Markets

Human Rights Policy

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RESPECT FOR HUMAN RIGHTS

Cboe Global Markets, Inc. and its subsidiaries (collectively “Cboe”, “we”, or “our”) are committed to respecting and promoting human rights in accordance with the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and Organisation for Economic Co-operation and Development (“OECD”) Guidelines for Multinational Enterprises. These international standards reflect our belief in:

- The state duty to protect human rights;
- The corporate responsibility to respect human rights;
- The need for greater access to remedies for victims of business-related abuse.

Cboe is committed to upholding human and workplace rights in all Cboe operations globally. It is Cboe’s policy to comply with the employment and labor laws in every region in which we operate. We are furthermore also committed to protecting labor rights aligned with the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work and the UK Modern Slavery Act. This human rights policy is overseen by our executive team and applies to Cboe associates worldwide, including Cboe’s contractors.

DIVERSITY AND INCLUSION

We recognize that having a workforce with a diversity of backgrounds, experiences, and perspectives is imperative to driving continued innovation at Cboe and strive to advance the diversity and inclusion of the

people with whom we work. Cboe promotes open and honest communication among employees and embraces dignity, respect, and diversity in all aspects of its business operations.

All forms of harassment are not tolerated in the workplace and in any work-related circumstance outside the workplace.

We are committed to equal opportunity and have a zero-tolerance policy for discrimination and harassment.

SAFE AND HEALTHY WORKPLACE

We value the health and safety of our associates. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

WORKPLACE SECURITY

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

FORCED LABOR AND HUMAN TRAFFICKING

In alignment with the UK Modern Slavery Act, we prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. Additionally, we are committed to complying with all applicable child labor laws.

WORK HOURS, WAGES, AND BENEFITS

We believe we compensate associates competitively relative to the industry and local labor market. We strive to ensure full compliance with applicable wage, work hours, overtime, and benefits laws; and are committed to complying with applicable labor and employment laws. At Cboe, we recognize the importance of benefits to our associates, and thus offer a comprehensive health and well-being benefits program.

WATER RESOURCES

We recognize that the right to water is a fundamental human right.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We support freedom of association and the rights of our associates to lawfully and peacefully associate, organize and bargain collectively, as permitted by applicable laws in the countries where Cboe operates.