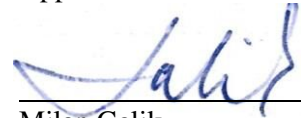


**Interactive Brokers Group Inc. Environmental and Social Policy Statement**

The Company believes integrating environmental and social considerations into its business operations will strengthen its performance, allow it to better manage risks and improve its relationships with its stakeholders. To that end, the Company has created this Environmental and Social policy statement in conjunction with the Interactive Brokers Group, Inc. Code of Business Conduct and Ethics (the “Code”).

Approved:



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Milan Galik  
Chief Executive Officer

Dated: 06/16/2023

## **Environmental and Social Policy Statement**

### **Diversity, Equity, and Inclusion**

The Company believes in equal employment opportunity for all staff members and is an affirmative action employer in the United States. Employees are the Company's most important and valued asset and having a diverse workforce where all staff feel welcomed and valued enhances the Company's opportunity for success. The Company embraces differences and perspectives within its staff and believes this diversity can lead to better outcomes.

The Company has developed employee resource groups to foster an inclusive workplace. Additional information as well as a current listing of resource groups can be found in the IBKR Staff Portal. Interest in creating additional resource groups should be directed to the Director of Human Resources.

All staff members have a responsibility to treat others with dignity and respect at all times. Staff members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off-site, and at all other company-sponsored and participative events.

Any staff member found to have displayed inappropriate behavior may be subject to disciplinary action in accordance with applicable laws and the Company's policies. Employees who believe they have been subjected to any kind of inappropriate discrimination or harassment should seek assistance from management as further explained in the Code under the Section entitled "Anti-Discrimination Laws."

While staff members are its most valued asset, the Company's culture of diversity and opportunity extends to its supply chain. It provides opportunities for and encourages diversity-owned businesses such as minority and women business enterprises, disadvantaged businesses enterprises, Veteran Business Enterprises and Lesbian, Gay, Bisexual, Transgender owned businesses to provide services or goods to the Company.

### **Labor Practices and Human Rights**

The Company is committed to being a responsible corporate citizen and protecting human rights, including providing equal employment opportunity, the freedom to associate and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor. The Company strives to ensure its business:

- does not use any form of labor exploitation practices such as involuntary or forced labor;
- does not use harmful or exploitative child labor, whether directly or through a supplier;
- provides equal opportunities without discrimination, bullying, or harassment based on gender, race, ethnicity, sexual orientation, religious, cultural or any other classification protected by law;
- has an environment where employees are treated with respect and that no retaliation occurs for raising good faith business concerns;
- provides appropriate and fair compensation and benefits commensurate with the work performed;
- respect employees' right to freedom of association; and
- does not exploit overtime work, that overtime work is voluntary, and not exceeding the local legal limits for overtime and regular hours.

The Company extends these expectations to our supply chain through its Vendor Code of Conduct.

## **Health, Safety & Security**

The safety and health of employees is an important consideration to the Company and its business. No employee should be required to do a job or work in a location that is unsafe. The Company will comply with all applicable health and workplace safety requirements.

Additionally, our suppliers are required to adhere to Company health, safety, and security standards when working on Company premises and to comply with our Vendor Code of Conduct.

## **Environmental**

The Company complies with all applicable environmental laws and seeks to demonstrate its compliance with appropriate documentation.

The Company is committed to doing its part to minimize its environmental footprint. The Company believes that achieving sustainability requires consideration of approaches that reuse resources, recycles resources, and reduces their excess use. The Company encourages its staff and operations to exercise discipline in controlling excess use of resources and to be mindful of best practices to prevent unnecessary impacts to the environment.

The Company has a due diligence procedure that checks for material environmental risks within its supply chain and encourages the adoption of environmental mitigation policies by its suppliers.