

An aerial photograph of a dense, vibrant green forest. A winding river flows through the center of the forest, creating a natural path. Mist or low clouds are scattered throughout the scene, particularly in the upper and lower portions, adding a sense of depth and atmosphere. The overall color palette is dominated by various shades of green, from deep forest greens to lighter, misty tones.

**LMAX** | Group

**CORPORATE  
SUSTAINABILITY  
REPORT 2023**



LMAX Exchange Group Limited, Yellow Building, 1A Nicholas Road, London W11 4AN

[www.LMAX.com](http://www.LMAX.com) | [info@LMAX.com](mailto:info@LMAX.com) | +44 20 3192 2555

LMAX Exchange Group Limited is the holding company  
of LMAX Exchange, LMAX Global and LMAX Digital

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**This sustainability report, the first for LMAX Group and its subsidiaries, was published in June 2024 and covers the twelve-month period ended December 31, 2023.**

The progress represented in this report reflects initiatives that were either started, continued, or completed in 2023 and sets out our sustainability objectives for 2024 and beyond.

In formulating this report, we evaluated multiple disclosure frameworks and ultimately settled on a blend of metrics that we feel are most relevant to LMAX Group, a people centric business positioned at the intersection of financial services and technology.

Given this assessment, this report is prepared using the frameworks and standards of the Greenhouse Gas (GHG) Protocol. This report also references the United Nations Sustainable Development Goals.

As our reporting evolves and is refined over time, including as a result of new government regulations, changing stakeholder expectations, and other developments in the ESG reporting industry, we will continue to strive to be transparent in our disclosure of our ESG strategy and associated metrics.

We will endeavor to present our findings in a way that is digestible for our stakeholders, providing evidence-based, market-informing, and decision-useful information relevant to our business and audiences.

This report discloses information that LMAX Group believes to be of interest to the readers of this document, primarily our clients and investors, as well as other stakeholders, including our current and future employees, and the broader market.

The information provided in this report reflects LMAX Group's approach to ESG as of the date of this report and is subject to change without notice.

## 2023 has been a year of growth for LMAX Group as we remained focused on our mission of building fairer markets.

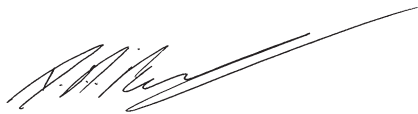
We continually work towards this core mission, and in line with our values, recognise that sustainability, inclusion and diversity in all forms make us stronger as a team and as a business. Consequently, last year we invested heavily in our corporate sustainability, diversity, equity and inclusion initiatives, establishing independent functions to deliver on our objectives.

At LMAX Group, we are acutely aware of our role as a potential agent for change. We understand how the market position that we hold, especially on an international scale, can be wielded to facilitate positive societal change. We take this responsibility seriously and use that influence effectively.

It is our duty as members of society to support and drive positive social and environmental impact. By doing so, we hope to address some of the most pressing sustainability challenges including inequality in the workplace, inequality in access to education and employment, and climate related issues.

I am immensely proud of the projects that have been delivered in 2023, as we continue to understand our own impact while actively investing in positively impacting both people and planet. Our outreach has meant that hundreds of people have benefited from access to further education, creating more accessibility in our market and creating a legacy for all.

This is just the beginning for LMAX Group. I look forward to sharing our journey and our positive impact in 2024 and beyond.



David Mercer,  
CEO, LMAX Group





WHO WE ARE



## Award-winning technology



**LMAX Group is a global financial technology company and the leading independent operator of multiple institutional execution venues for FX and digital assets trading.**

With c. 300 people across offices worldwide and a global client base, the Group builds and runs its own high performance, ultra-low latency exchange infrastructure, which includes matching engines in London, New York, Tokyo and Singapore.

Our rapidly expanding global institutional and professional client base is a testament to our distinctive business model that delivers efficient market structure and transparent, precise, consistent execution to all market participants.

## **LMAX** | Exchange

### **The institutional exchange for global FX**

LMAX Exchange operates multiple global institutional FX exchanges, an FCA regulated MTF (Multilateral Trading Facility) and MAS regulated Recognised Market Operator. A central limit order book (CLOB) execution model offers streaming firm limit order liquidity from top tier banks and non-bank institutions, transparent price discovery, no 'last look' rejections and full control over trading strategy and costs.

## **LMAX** | Global

### **Regulated broker for global FX**

LMAX Global is a leading regulated broker for FX, metals and commodities worldwide. Servicing retail brokers and professional traders, LMAX Global offers access to deep institutional FX liquidity, tight spreads and transparent, precise execution with no 'last look' rejections.

## **LMAX** | Digital

### **The institutional crypto currency exchange**

LMAX Digital is a leading institutional spot digital assets exchange. Based on proven, proprietary technology from LMAX Group, LMAX Digital allows global institutions to acquire, trade and hold digital assets such as BTC, ETH, LTC, BCH, XRP, SOL, PYTH, MATIC and LINK safely and securely. LMAX Digital is regulated by the Gibraltar Financial Services Commission (GFSC) as a DLT (Distributed Ledger Technology) provider for execution and custody services.

The Board of Directors is responsible for agreeing the Group's strategy and for monitoring progress with the execution of the firm's strategy against agreed targets. The Board has overall responsibility for promoting the long-term sustainable success of the Group for the benefit of its members as a whole, providing leadership and direction, including in relation to culture, ethics and values, and ensuring effective engagement with and encouraging participation from shareholders and other stakeholders.

### Risk management

Risk management is central to the long-term success of the Group and to the resilience of our operations. LMAX Group has well-established processes for identifying and managing risks. The Board sets the risk appetite and monitors how well risks within each business are mitigated and controlled. The emphasis of risk management within the Group is to support a sustainable business model with the capacity to manage all the risks it faces, and to be able to continue to offer its services under sustained financial market volatility and stressed conditions.

### Regulatory compliance

LMAX Group operates in a number of geographic regions which affects how it is able to market and provide its services to clients. The regulations relating to the products and markets in which the business operates are continually evolving. The Group welcomes any movement by regulators to improve client outcomes, and also recognises some changes adversely impact it or the activities of its clients as the industry adapts.

- › LMAX Exchange and LMAX Broker Ltd are regulated under the Investment Firm Prudential Regime, a regulatory framework introduced by the Financial Conduct Authority specifically for investment firms.
- › LMAX Broker Europe Limited is subject to the EU equivalent rulebook, the Investment Firm Directive and Regulation (IFD/IFR).
- › LMAX Digital Broker Ltd is regulated under the Financial Services (Distributed Ledger Technology Providers) Regulations 2020, the regulatory framework introduced by the Gibraltar Financial Services Commission.

### Risk assessment

LMAX Exchange, LMAX Broker Ltd and LMAX Broker Europe Limited undertake an annual Internal Capital Adequacy & Risk Assessment Process (ICARA) through which they assess their capital and liquidity requirements, including the application of a series of stress-testing scenarios, to its base capital projections.

LMAX Digital undertakes an annual Financial and Non-Financial Resources Assessment (FNRA), which also assess a Group's capital and liquidity requirements, including the application of a series of stress-testing scenarios, to its base financial projections. The assessments are reviewed, challenged and approved by the Boards of each subsidiary annually.

## Strong governance is essential in the running and execution of our business.

Taking responsibility for our actions is critical to the meeting of our business goals and objectives.

Our Board members have experience that includes wide-ranging governance and leadership expertise as well as specific skills such as understanding of purposeful business, sustainability, finance, technology and digital. The Board has ultimate responsibility for reviewing, monitoring, and guiding the strategy of the Company, as well as its conduct.

### Audit & risk committee

Peter Yordan  
Edmond Warner  
Edward Wray  
David Mercer

### Board of directors

Peter Yordan  
Edmond Warner  
Edward Wray  
David Mercer  
Grant Pomeroy  
Thierry Porte

### Remuneration committee

Thierry Porte  
Edmond Warner  
Edward Wray  
David Mercer

## Executive Leadership metrics

**48.2**  
AVERAGE AGE

**30%**  
IDENTIFY AS FEMALE

**10%**  
IDENTIFY AS VISIBLE DIVERSITY

**11.5 YEARS**  
AVERAGE TENURE

\* We recognise that these metrics demonstrate a need for us at LMAX Group to be more ambitious with our DE&I targets so that future executive leadership metrics are more representative.

A close-up photograph of two hands, one slightly larger than the other, clasped together in a supportive grip. The hands are positioned in the center of the frame, with the fingers of the larger hand resting over the smaller one. The background is a soft, out-of-focus green, suggesting an outdoor setting with foliage. The lighting is natural and bright, highlighting the texture of the skin.

“Our people are our driving force, that’s why we encourage new and disruptive ideas from all levels of the business”

**AAISHA KNIGHTS-IHEDIWA | CHIEF PEOPLE OFFICER**

LMAX Group is committed to building an open, transparent and fairer marketplace for all. To achieve this, we are striving towards creating a positive impact both in the workplace and in the communities and environment in which we operate. Put simply, we believe that it is the right thing to do. The ESG strategy of LMAX Group is built around three key pillars and the values of our business and our people:

- › Empowering our people to contribute positively to the world around them.
- › Utilising our specialism to create impact in the local community.
- › Focusing on sustainability through programmes that support education, employability and the environment.

- **We are responsible**

As a global firm we feel an obligation to play our role in helping to address global societal issues and drive positive change where we are able.

- **We are dynamic**

Our people are our driving force, that's why we encourage new and disruptive ideas from all levels of the business. Sustainability issues cannot be addressed in silo, that's why we encourage our people to question, challenge, and change for the better our societal and environmental impacts across the business.

- **We are trusted**

We are a trusted global partner because of our principles of openness, transparency, and accountability. These values guide us in our connection to the world- to our colleagues, customers and communities.

- **We are visionary**

Our business model is positioned to shape the future of industry at a turning point in capital markets. Our vision is to build fairer markets and to achieve this we need to position sustainability at the forefront of decision-making and education.

- **A growth mindset**

Strong results can only be achieved through sustainable pursuit of strategic initiatives. We understand that the strength of our model is dependent on all market conditions including sustainability and environmental impact.

- **A meritocracy**

Our people, culture and technology give us industry edge, helping us to stand out from the competition. Together, we work in a collaborative, fair and transparent way to solve challenges and make a real difference.

## Sustainability goals are not achieved by one person or one team

Continuous oversight and accountability are key to making a lasting impact on people and planet. That's where our Group-wide ESG Steering Committee comes into play.

The Steering Committee, which meets on a bi-annual basis, collaborates to get to the root of any sustainability challenges within LMAX Group.

Through open dialogue committee members meet to consider how sustainability risks might impact their teams and use their unique experience to influence change inside and outside our organisation.

### Steering committee members

**Simon Maisey**, Managing Director, Strategic Partnerships (Executive Sponsor)

**Aisha Knights-Ihediwa**, Chief People Officer (Executive Sponsor)

**Andrew Phillips**, Chief Technology Officer (Executive Sponsor)

**Marcelo Ramos**, Head of Security

**Omy Lawal**, Head of People Business Partnering

**Sara Smith**, Head of Operational Risk

**Ruta Mehta**, Group Company Secretary

**Aidan Alberico**, Senior Corporate Responsibility Partner

Other Members across LMAX Group, LMAX Exchange, LMAX Global and LMAX Digital including: People Operations, Facilities, Marketing, Finance, Technology, Governance, Compliance, Security.



**WE SUPPORT**



“When we review our impact as an organisation it’s important to address the complexity and interconnection of sustainability challenges.”

**SIMON MAISEY | MANAGING DIRECTOR STRATEGIC PARTNERSHIPS**

In order to better shape, steer, communicate and report our strategies, goals and activities we have joined the UN Global Compact in support of the Sustainable Development Goals.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

The **17 Sustainable Development Goals (SDGs)** are an urgent call for action by all countries in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Achieving these goals requires collective action across governments, civil society, private sector and dedicated individuals and communities and needs to be matched with the necessary resources, innovation capacity and partnerships to drive implementation.

As members of the private sector, in this context, we recognise that we are indispensable partners and have a critical role to play on the journey to sustainability.





# OUR PEOPLE

LMAX Group is a people centric business. Our people are critical to our future success.

The array of benefits, training and development opportunities and culture that we have cultivated aren't there to simply attract the best talent, they are there to retain our talent for the long-term, ensuring that LMAX Group is an organisation where careers can be built and continuously developed.

### Employee benefits

In 2023, we focused on global alignment of our benefits to ensure all employees, regardless of geographical location, had access to competitive and robust benefits.

In 2024, we will focus on enhancing our family-friendly policies and retirement options to positively impact gender gaps and promote a holistic approach to the workplace.

### Benefits & support

LEARNING & DEVELOPMENT CATALOGUE	PENSION/RETIREMENT OPTIONS
WELLBEING ALLOWANCES	PRIVATE MEDICAL COVER
MENTAL HEALTH SUPPORT (VIRTUAL THERAPY SESSIONS)	ELECTRIC VEHICLE SCHEME
REMOTE WORKING	GIVE AS YOU EARN
FLU VACCINES	VOLUNTEERING DAYS
CRITICAL ILLNESS COVER	LIFE INSURANCE
DENTAL INSURANCE	SOCIAL EVENTS

\*Benefits available where applicable across locations

## Employee engagement

When employee engagement is high, employees feel satisfied with their contributions and impact. They have a connection to their performance and the company they work for.

Since 2021, LMAX Group has completed an annual engagement survey to capture the attitudes and opinions of our employees on a global scale. These results are used to influence future policies and procedures and are shared on a team basis to further explore differences in dynamics and culture.

We use quarterly all-hands meetings, in addition to monthly newsletters, to share these attitudes and opinions and connection to overall company performance.

## Employee development

At LMAX Group we believe whole-heartedly in a growth mindset. Through this, all our abilities on a personal and professional level can be developed through dedication and hard work.

In line with this belief, we have launched LMAX Academy. The LMAX Academy delivers training across all offices on topics such as managerial skills, environmental education and inclusion so our employees can grow and expand their knowledge and skills everyday.

## Paying a living wage

Due to the cost-of-living crisis, it's important for businesses to face the effects of today's turbulent and unpredictable economic reality on employee's families and welfare.

We believe it is critical in creating a sustainable business that all employees receive a wage which is sufficient to allow a reasonable standard of living.

Currently only 24% of businesses pay a living wage to employees globally (Global Living Wage Report, PWC, 2023).

As responsible employers who are committed to the financial-wellbeing for our employees, we are proud that **100%** of LMAX Group employees, regardless of location, receive **above** a living wage. In line with this commitment, we perform regular benchmarking activities across markets to ensure our employees total compensation is competitive.

As part of our commitment to the Sustainable Development Goals of no poverty, gender equality, reduced inequalities, and decent work and economic growth we will cascade this policy to our supply chain.

The ultimate goal being to influence our business partners, contractors and suppliers to adapt the same policies and practices globally.



As a global financial services and technology organisation, we are committed to building a fairer market. Through the innovation of our products and services we will meet the diverse needs of the market and of our clients.

### Women in technology and finance

The Technology and Finance industries face the biggest challenges when it comes to gender balance. Our goal is to close the gap and ensure that there is gender balance at all levels of management.

As of December 2023, only 28% of our employees identify as female. This figure represents a 2% increase in female population year on year. As an industry standard, women account for only 26% of employees in technology (Tech Nation. 2021. Job and Skills Report).

Currently, only 7% of our female employees are in managerial positions. This is in comparison to 21% of our male employees. These figures, while on par with the market, demonstrate the need of LMAX Group to bridge the gap in gender inequality by enhancing our practices, policies and procedures.

In order to address this gap, we are focusing our attention on fair compensation for work regardless of gender with clear structure for career progression. This year, we implemented job grading to mitigate bias in our compensation strategy and regular inclusion training for all employees.

In 2024, we will enhance our performance management structure and gender pay gap analyses to further drive fairness, transparency and consistency across the business.

### Diverse talent

We have been working to create a workforce that reflects the diversity of the market, our clients and community. We are proud to have implemented equitable hiring practices such as:

- › Advanced Applicant Tracking System (ATS) to guarantee candidate profile anonymity.
- › Updated job descriptions with gender-neutral language to foster a fair and level playing field for all applicants and to further eliminate biases.
- › Better collaboration with hiring managers to proactively identify diversity gaps.

### Inclusive workplace

Improving practices that promote an inclusive behaviour, and that create an environment for our people to grow and flourish.

We are proud to have launched our first Employee Resource Group (ERG) dedicated to women in the business, with the aim to empower and support women in the workplace through community, networking, and education.



“At LMAX Group, we value the diversity of our people. We believe fostering an inclusive behaviour will empower collaboration, innovation, and growth.”

OMY LAWAL | HEAD OF PEOPLE BUSINESS PARTNERING





# OUR PARTNERSHIPS



## Doing well by doing good

We have a desire to address societal issues and drive measurable and positive change where we are able. Through these efforts, we hope to address some of the most pressing sustainability challenges including inequality in the workplace, inequality in access to education and employment, and climate related issues.

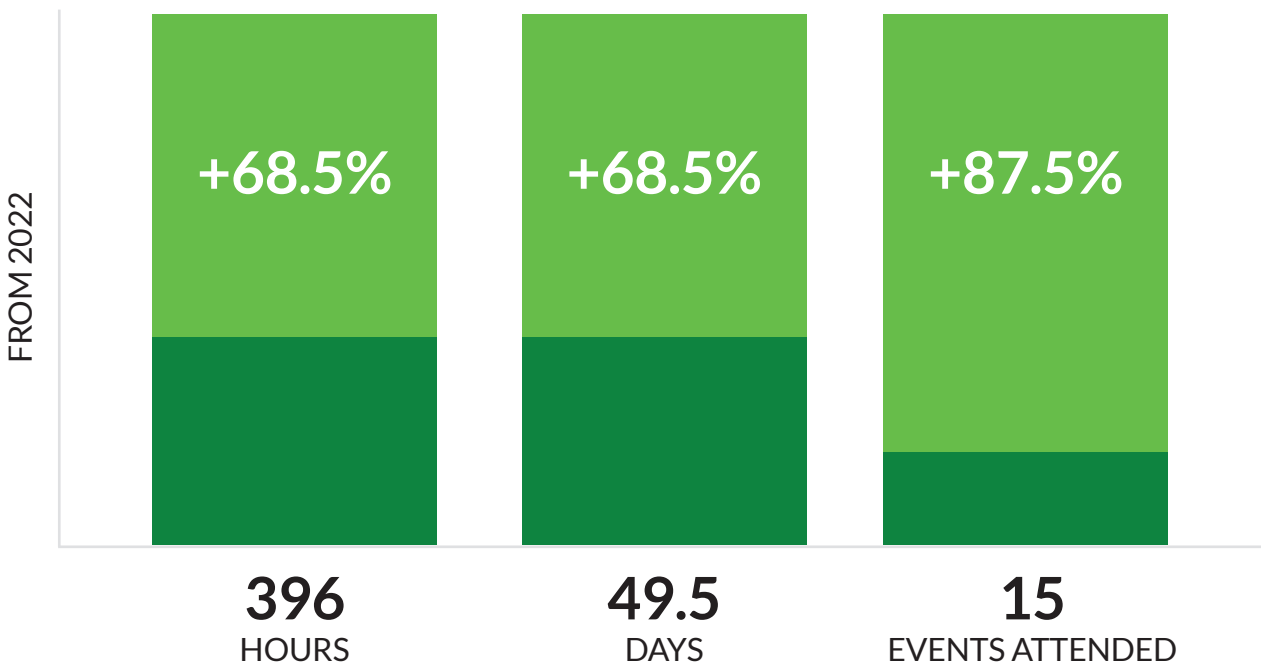
In 2023, we launched our global Volunteering Policy. The purpose of this policy is to enable LMAX Group employees to take part in volunteer work during normal working hours either via internal initiatives or external charitable organisations.

Volunteering benefits employees both personally and professionally through team building, developing skills and interests, improving morale, physical and mental health and encourages work-life balance. That's why all our employees are entitled to take up to 2 days per annum for their own initiatives and up to 5 days per annum for our partnered charities and LMAX Group organised events.

Currently 12.8% of our employees utilise our volunteering policy on an ongoing basis. The average uptake of volunteering policies is 14.3% (London Benchmarking Group, 2020).

In 2024 we will look to increase our engagement with more opportunities for involvement globally.

## 2023 volunteering



## At LMAX Group our mission is focused on building fairer markets, creating a positive impact, and helping to level the playing field across the locations in which we operate.

As a global firm, we understand that it is our responsibility to use our influence in helping to address issues with which our world is faced, particularly in our local communities.

In order to identify the root causes of some of the world's most pressing societal issues and understand the role of business in creating lasting impact in these areas, you need to first open the conversation and listen to those around you.

That's why we are proud to have developed integrated partnerships with charities such as the **Kensington & Chelsea Foundation** and **The Philippine Reef & Rainforest Conservation Foundation, Inc.** to collaborate and lend more than just resources, but expertise and creativity, to impact people and planet on a global scale.

These partnerships embody our mission and culture at LMAX Group. Programmes that enable engagement from our employees to share their skills, combine technology and further education to create a fairer, more diverse, market, establishing a legacy for all.

- › Positive impact in our communities.
- › Utilising our technologies and specialisms.
- › Supporting sustainability initiatives (Education, social mobility, employability & the environment).



**Refettorio  
Felix**  
at St Cuthbert's



Actions for Communities and Environment

A PARTNER OF  
**LMAX** AND **PRCFI**



## Kensington & Chelsea Foundation

LMAX Group is headquartered in Kensington & Chelsea, a London borough among the top 10% most prosperous local economies in the UK.

However, more than one in five of the neighbourhoods are amongst the poorest in England and Wales. One in four children are living in poverty and unemployment is at an all-time high.

The disparity experienced in the borough means that many are not able to access the resources needed as they simply do not exist.

That's why we have partnered with Kensington & Chelsea Foundation since 2020. Through our sponsorship of specific projects aimed at improving lives and opportunities in our local community we are able to see tangible results.

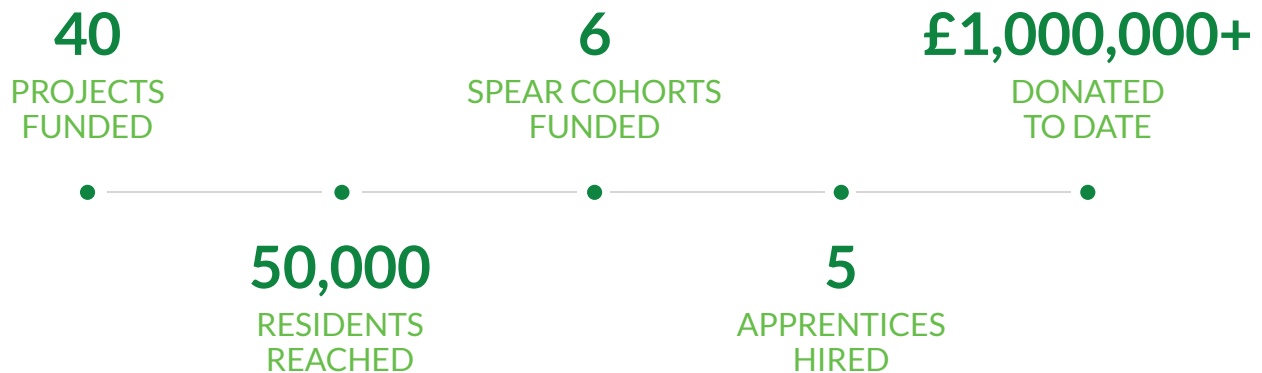
“ We are enormously grateful for our partnership with LMAX Group, which has enabled us to have a real impact on the lives of some of our most vulnerable and disadvantaged residents, improving their mental health, education outcomes and employment opportunities.

LMAX Group has taken a really refreshing approach to understanding the needs and challenges of the local community, offering not only significant financial support, but involving staff in meaningful volunteering activities and upskilling local people for better career opportunities.”

**Victoria Steward Todd | Director, The Kensington and Chelsea Foundation**



We are proud to have partnered with Kensington & Chelsea Foundation to:



### The Children's Book project

An initiative tackling book poverty by giving every child the opportunity to own their own book.

### The Refettorio Felix project

An initiative aimed at increasing dignity and essential resources for vulnerable people in our community through a sit-down lunch service, sourced from surplus items.

### All Child

Supporting at risk young people with tailored development plans to improve social, economic and academic skills. Tackling issues around identity, empowerment and self-esteem.

### The Clement James Centre

An initiative taking a holistic approach to supporting entire families. Offering employment and education support, drop-in therapy and adult learning.

### Kids On The Green

An after-school support programme for at risk young people that provides inclusivity and opportunity through art and media mentorship.

### Future Men

An early intervention programme focused on developing positive social behaviour and relationships for boys facing discrimination and disadvantage.



## Spear programme

The Spear programme is an initiative aimed at helping young people aged 16-24 years old who are facing barriers into work or education due to personal circumstance (for example: mental health challenges, poverty, or criminal record). Through Spear Programme events, such as company visits, career workshops, mock interviews, and education, the programme helps to build confidence, motivation and the vital skills needed to succeed in long-term employment.

Each Spear Programme event is made possible by LMAX Group employees volunteering their time and skills to connect with a young person in their community. These volunteering events have led to multiple hires across our business, primarily in the technology team due to the networking capabilities of the mock interview sessions.

## <CODING/CAMP>

Following one of our Spear Programme cohorts, our employees found there was an appetite amongst these young people to learn how to code using Python (a popular programming language), which was the foundation of our coding camp.

Hoping these lessons would provide these young people with an introduction to programming and teach them enough fundamentals to help them progress into more formal training or a career in computing, our employees created a six-week Coding Camp to be offered to all in the Kensington & Chelsea network.

The Coding Camp has now become a bi-annual programme. Our Coding Camp graduates have gone on to explore education and careers in technology, paths they had not previously considered.

At LMAX Group, we believe in fairer and more inclusive access to capital markets and coding camp is one way to do this.

We believe technological advancement is critical to this vision. But technology alone won't get us there. What will, is our ability to reimagine traditional market structures through the eyes of a fairer and more equitable tomorrow. We are building fairer markets together.



# PRRCFI



## The Philippine Reef & Rainforest Conservation Foundation, Inc.

The Philippine Reef and Rainforest Conservation Foundation, Inc. (PRRCFI) is non-profit organisation focused on environmental conservation.

Established in 1994 by a group of divers who chose to save and conserve the 48-hectare island of Danjungan when destructive and unsustainable fishing degraded its reefs. The island has since become a safe-haven for biodiversity conservation and is nature's perfect classroom.

Danjungan has 5 lagoons, white sand beaches, bat caves, lush limestone and mangrove forests and is surrounded by vast seagrass beds, fringing coral reefs and is part of the largest marine protected area in the Southern Negros Marine Key Biodiversity Area (SNMKBA).

Over the last 30 years, the island has become a safe-haven for not only 947 wildlife species but also a vital source of inspiration for the future generation. Environmental education is one of the core strengths of the foundation with the hope of transforming today's youth to become tomorrow's conservationists.

The partnership between PRRCFI is made possible through the UK based charity Communities for Nature, who connects forward-thinking corporate entities looking to take direct action on biodiversity, conservation or sustainable development with established NGOs and co-create projects that tackle conservation and environmental challenges.









## Project ACE: Actions for Communities and Environment

Since 2022, we have partnered with The Philippine Reef & Rainforest Conservation Foundation, Inc. to create Project ACE: Actions for Communities and Environment.

Through Project ACE, we are helping protect and sustain an island in the Philippines, Danjungan Island, for conservation and its biodiversity, raise and train a new generation of conservationists and citizen scientists, and open opportunities for communities to have a sustainable future through education, livelihood and development.

Bulata, the coastal community located across from the Danjungan is made up of nearly 6,000 people who primarily rely on fishing and tourism for their livelihood. Of the community in Bulata, 50% have self-identified as "Poor" on the economic scale. This means they can't afford to feed or send their children to school, have no permanent job, have houses made of light materials, and can't afford medical needs.

One of the primary goals of Project ACE is to also engage these communities and aid them in building sustainable practices that increase livelihoods and protect their ecosystem.

### In 2023 we achieved:

- › Sponsorship of the education and equipment needs of 5 sustainability scholars
- › Underwater mapping exercises: for the protection of marine life
- › Ecotourism operations education: such as using bamboo for sustainable solutions and ecological solid waste management
- › Giant clam surveys: to monitor and protect this endangered species
- › Marine and wildlife camps: engaging more than 100 youth in conservation activities
- › Training of community rescuers: to protect the community
- › An inaugural sea patrol boat: Bagis II (the local translation of "shark") was launched to help patrol and protect the Danjungan Marine Reserve and Sanctuaries and will help to protect the island from illegal fishing, poaching, and pollution



## Meet our future change-makers!

Our Project ACE Sustainability Scholars are now thriving in their second year of college, they are also in their second year of scholarship under the project, embodying the transformative impact of education on empowering communities. Together, we're shaping a brighter tomorrow through knowledge and determination.

Over the past year, our scholars actively participated in mentorship activities, joined the culminating fluvial parade of ACE year 1, contributed to the establishment of our mangrove nursery, engaged with visiting scientists, participated in marine and wildlife camps, and took part in various citizen science training. These collaborative efforts enriched the community's environmental awareness, knowledge base, and skills. The mentorship activities not only celebrated achievements but also showcased a successful partnership fostering holistic community development.

### **Ryan Ellanic** | BACHELOR OF SCIENCE IN FORESTRY

"I took up forestry to learn more about native tree species and to help bring back the forest in my community that was affected by a typhoon."

When Ryan finishes his course in forestry, his goal is to help deepen his community's understanding of our natural resources— especially the forests in the surrounding mountains near where he lives. He wants to do what he can to be part of the protection of the endangered species in Negros. Due to the climate crisis, he is also concerned about the state of the forests. The lungs of the earth must be protected, and Ryan is one of its brave defenders.

### **Kristian Myle Gascon** | BACHELOR OF SCIENCE IN AGRICULTURAL AND BIOSYSTEMS ENGINEERING

"I hope to help my community by developing and innovating machineries to make farming easier and more productive."

Myle lives where sugarcane, rice fields, and small farms are abound. It's no wonder that her dream course is one that focuses on innovations that can help farmers. Through the sustainability scholarship, it has been easier for Myle to focus on her studies, as it helps in paying for her boarding house fees and other bills. She believes that someday, she can greatly contribute to her community by helping facilitate agricultural advancements.

### **Rica Mae Cabanero** | BACHELOR OF SCIENCE IN AGRIBUSINESS

"I would like to study business and agriculture to boost the livelihood of my community."

Through the scholarship and her engagement with Project ACE in Danjugan Island, Rica shared that she has become a better version of herself— one that her past self would be proud of. Hailing from Hinoba-an in Negros Occidental, Rica graduated from high school with honors and went on to pursue a degree in Agribusiness. She is inspired by where she came from, where the source of livelihood are mainly farming and fishing.

**Angelica Nicole Entrealgo** | BACHELOR OF SCIENCE IN AGRICULTURAL & BIOSYSTEMS ENGINEERING

“I hope to help address the challenges faced by farmers in my community through agricultural innovations.”

Upon finishing her studies, Angela hopes to help and support her family to give them an easy and peaceful life with all their needs met. Her hopes for her community is a reflection of this. She wants to contribute to the agricultural field by designing and constructing equipment and machinery, for the ease of the people working hard to put food on our plates. Angela also dreams of coming up with innovative solutions to pollution and other environmental issues.

**John Christian Matia-ong** | BACHELOR OF SCIENCE IN FISHERIES

“I will use my knowledge and skills to teach my community about the importance of fisheries and their sustainability.”

Born and raised in Bulata by a single mother of three, John believes that the scholarship has been greatly helping their family financially by supporting his dreams of being a fisheries professional. He was a Marine and Wildlife camper when he was 15 years old, and now 3 years later, he is part of the regular mentorship program in Danjungan Island that goes with his scholarship. Upon graduating, John’s desire is to help teach the future generations in his community regarding the importance of fisheries– balancing the emphasis on sustainability and livelihood. He hopes that in the future, there are still fishes for his family to catch.





OUR PLANET



## ISO 14001

The international standard ISO 14001:2015 provides a framework for identifying and managing environmental concerns such as the prevention of pollution and preservation of the natural world. It requires organisations to develop and implement their own environmental policies and objectives, stressing the importance of continual improvement and meeting legal obligations.

ISO 14001:2015 requires organisations to have a demonstrable **Environmental Management System** that evidences:

- › The roles and responsibilities of top managers’ involvement in the implementation, maintenance, and continual improvement of the environmental management system.
- › The organisations specific context, risks, and opportunities.
- › The awareness and competency of employees engaged in the business’s ESG strategy.
- › The process for monitoring, measuring, analysing, and evaluating our environmental management system and how to address any non-conformities through corrective actions.

Adopting the ISO 14001:2015 standard for environmental management further demonstrates our commitment to measure and improve our environmental impact to support the global greenhouse gas emissions target of 1.5 degrees as prescribed by the United Nations. We look forward to extending the scope of our ISO 14001:2015 certification to include all offices by 2025.



## In 2023 we launched our global responsible waste and single-use plastic policies in line with our environmental management system.

The purpose of this policy is to embed a culture of responsibility within the organisation and implement circular design principles in operational workflow. As we continue to grow these policies we will report on impact in terms of waste recovered year on year.

### Responsible waste policy

This policy sets the principles for waste management and how to mitigate unnecessary impacts. It outlines the LMAX Group commitment to positive environmental impact through our waste hierarchy. The waste hierarchy ranks waste management based on its environmental impact. Careful consideration will be given to preventing waste in the first place. In the unavoidable case that waste is created, this policy will provide guidance on how to prepare waste for re-use, recycling, recovery, and last of all disposals.

### Single-use plastic policy

Sets the principles for our single-use plastic use to achieve our sustainability goals and targets. Single use plastic causes significant environmental damage and harm to wildlife. An average employee can use over 1,000 pieces of single use plastic per year at work alone. Considering it takes a single plastic cup about 450 years to disintegrate in the environment, single use plastic is creating a long-term challenge to the world we live in. As part of this policy we've committed to remove single-use plastic from all key categories of spend in our supply chain by 2025.

### Electrical waste

Due to the nature of our industry, electronic waste is inevitable. We ensure all our electronic waste is handled according to Waste Electrical and Electronic Equipment Directive (WEEE) and what can be recycled or salvaged for future use is handled according to our Responsible Waste Policy. That's why we partnered with global charities like **Turing Trust** to save over 2 tonnes of electrical waste from landfills. The Turing Trust refurbishes IT equipment, installing a range of educational software and provides it to those who need it most. Since 2009, they have enabled access to computers for over 252,000 students across Africa, Asia and the UK.

### Office refurbishments

This year we completed office refurbishments in our London and Singapore hubs. These refurbishments were focused on enhancing our space to better collaborate, focus and socialise. Throughout the processes we kept sustainability at the heart of the project. We ensured that all materials were selected with consideration given to their sustainable attributes and all unwanted items were recycled according to our responsible waste policy. For these measures we have received the SKA Silver Rating for our London office and are in the process of receiving a Green Mark Certification for our Singapore location.



 **TURING**  
TRUST



## Solving the climate equation

Reaching planetary decarbonisation goals requires that all businesses track and report their emissions. Currently, only 25% of global Greenhouse Gas Emissions are tracked and managed.

As a business, we have made a conscious effort to not just talk the talk. We are committed to doing the work.

That's why LMAX Group has embarked on our own decarbonisation journey in partnership with Greenly.

## Our scope

We choose as an organisation to review our impact on as granular level as possible in order to position sustainability at the forefront of all our decision-making. That's why we report on not just our direct emissions but across all scopes of our value chain.

### Scope 1 Direct emissions

GHG emissions generated directly by the organisation and its activities.

**Examples:**

combustion of fossil fuels, refrigerant leaks, etc.

### Scope 2 Indirect emissions related to energy consumption

Emissions related to the organisation's consumption of electricity, heat or steam.

**Examples:**

electricity consumption, etc.

### Scope 3 Other indirect emissions

Emissions related to the organisation's upstream and downstream operations and activities.

**Examples:**

transportation, purchased goods and services, sold products, etc.

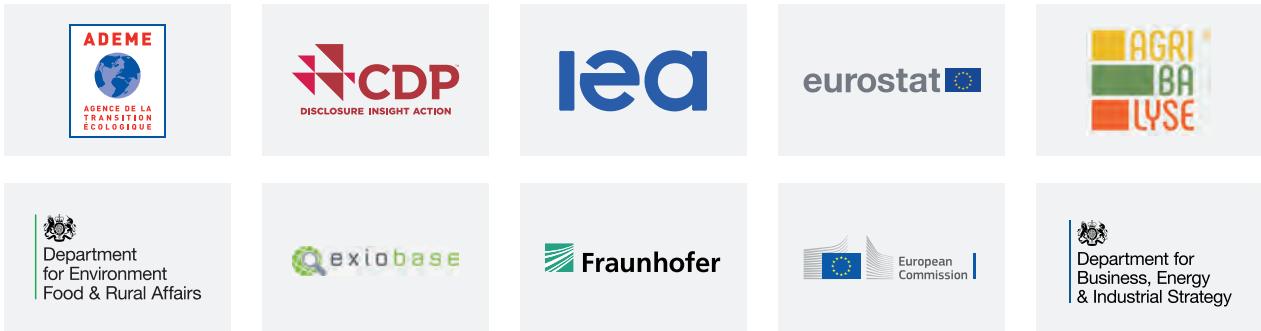


## Our methodology

We used the official and approved GHG Protocol methodology; GWP 100. To compute emissions, we measured our activity, applied the right emission factor and got the total of emissions.

**Activity metrics x emissions factors = CO2 Eq. emissions**

Our emission factors come from:



## Our activity metrics

Come from a combination of activity-based and expense-based data was used. Activity-based data is more accurate than expense-based, it takes longer to gather but gives you a more precise view of the carbon emissions. That is why we prioritised activity-based data as our primary source for our assessment. In the case that the activity-based data was not available (due to a lack of retrospective tracking) we reverted to expense-based.

- › Accounting files.
- › Employee survey.
- › The awareness and competency of employees engaged in the business's ESG strategy.
- › Buildings and energy consumption data (including RECs).
- › IT inventory, SaaS and software data, Cloud usage and Data Centre data.

## Our disclosure approach

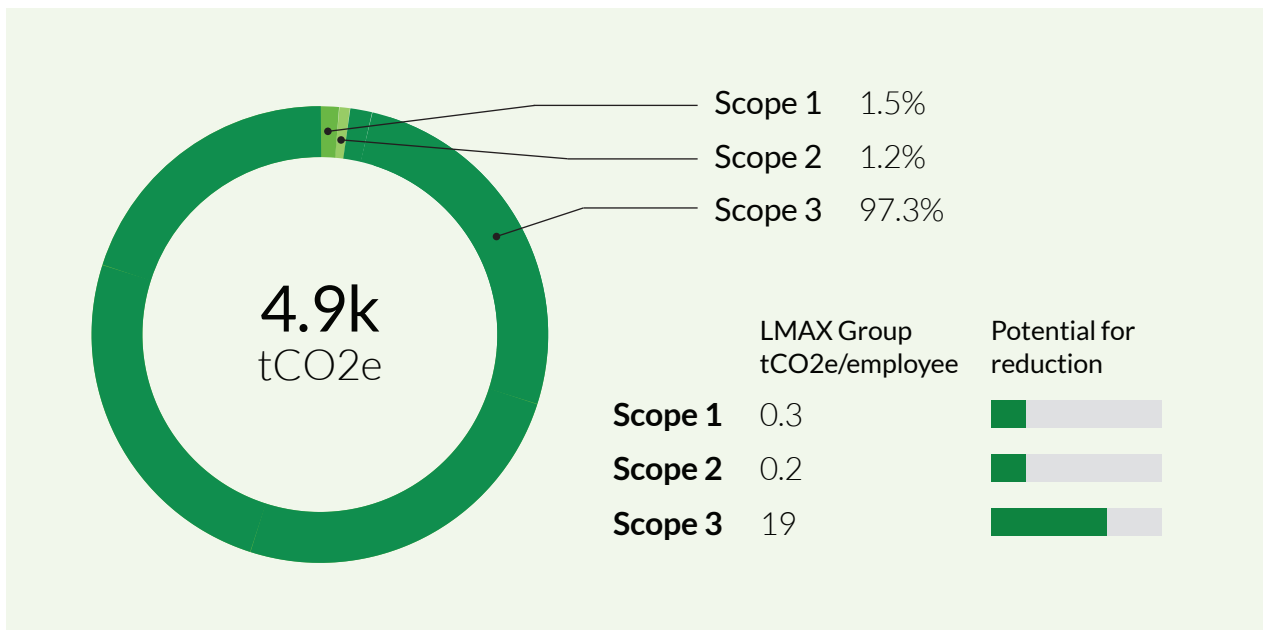
**Market-based v location-based:** We have chosen to disclose on a Market-Based approach.

Market-based Method of calculating CO2e emissions linked to electricity consumption, using emissions factors related to the supplier from whom the company buys its electricity. In comparison to location-based which uses emissions factors linked to the average electricity mix in the country where the company is located.



Total emissions of LMAX Group  
by scope (% tCO<sub>2</sub>e)

Scope 1 & 2	132 tCO <sub>2</sub> e	0.5 t/employee	1.1 t/M£
Scope 3	4.8 ktCO <sub>2</sub> e	19 t/employee	41 t/M£
<b>Total</b>	<b>4.9 ktCO<sub>2</sub>e</b>	<b>19 t/employee</b>	<b>42 t/M£</b>



We are proud to report that our data centre usage for 2022 is powered by 100% Renewable Energy.



## Total emissions of LMAX Group by activity (% tCO<sub>2</sub>e)

	LMAX Group tCO <sub>2</sub> e	Per employee tCO <sub>2</sub> e/employee
Travel and commute	1.7k	6.4
Technologies and services	1.1k	4.4
Services purchase	1.1k	4.3
Activities and events	321	1.2
Product purchase	205	0.8
Food and drinks	199	0.8
Others*	294	1.1

\*assets, energy, waste, etc.

### Sector benchmark: 14 tCO<sub>2</sub>e/employee | scope 1, 2 & 3

It should be noted that for the year 2022, LMAX Group was over the benchmark for our industry in comparison to 53 companies in our sector (19 t/employee in comparison to 14 t/employee).

These emissions are our baseline before any intervention or formal sustainability strategy.

#### 4.9 ktCO<sub>2</sub>e is equivalent to

- › 2.9k London to New York round trips\*
- › The annual emissions of 410 British people\*
- › The amount of CO<sub>2</sub> sequestered annually by 449 hectares of growing forest\*

\*Sources: Labos1Point5, ExioBase, French National Forests Office

Results subject to the correct categorisation and validation of expenses of LMAX Group. Categorisation score of 87% on this report





## At LMAX Group, we are striving to align our strategy with the Paris Agreement and meet the challenges of Net Zero.

To achieve this, we commit to building a strategy to reduce our GHG emissions annually across the supply chain and reach reduction rates compatible with 1.5 degrees C of total warming over the next 10 years.

The 2022, carbon emission report completed by Greenly is our first exercise in assessing our environmental impact as an organisation and is the baseline before any intervention or formal strategy from the Corporate Sustainability function. Looking forward to 2023, 2024 and beyond, we will review our processes of data collection to continuously improve and refine our methodology to ensure highest level of accuracy in our results.

### Focus areas for 2024

- › Review our business travel strategy to prioritise low-carbon options and video conferencing.
- › Review our digital emissions to make reductions in our marketing mix, data centres, cloud storage, etc.
- › Review and enhance our purchasing policies and supplier review process.
- › Implement energy efficiency programmes globally.
- › Streamline our direct emission tracking.



IN CONCLUSION



The LMAX Group Corporate Sustainability Report encompasses all of the non-financial performance metrics for the group.

For more information on our financial performance please visit the LMAX Group website and review our annual report.

For any further information on the topics covered in this report, please see our Corporate Sustainability page or email [sustainability@lmax.com](mailto:sustainability@lmax.com).





LMAX Exchange Group Limited, Yellow Building, 1A Nicholas Road, London W11 4AN  
[www.LMAX.com](http://www.LMAX.com) | [info@LMAX.com](mailto:info@LMAX.com) | +44 20 3192 2555

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