

# **XTX Markets Technologies Limited (the “Company”)**

## **Strategic report**

**For the year ended 31 December 2023**

The board of directors (“the Board”) is committed to ethical business conduct and expects the highest standards of integrity to be followed by the Directors and all employees. The Directors are satisfied that they have acted in accordance with their S.172(1) duty and have taken decisions likely to promote the success of the company for the benefit of its members as a whole, having regard (amongst other matters) to factors (a) to (f) of S.172(1) of the Companies Act. The Chair of the Board reminded the Board, as a standing agenda item, at each Board meeting of their S.172(1) duty and that it should be a consideration for any decisions that they take. Discussed below are some examples of how the Board have had regard to the matters set out in sections 172(1)(a)-(f) when discharging their section 172 duties.

The Board’s primary objective is promoting the success of the Company in the interests of its stakeholders. The Company aims to use its leading technology to help promote more fair and efficient financial markets.

The Board regularly assesses the effectiveness of the Company’s governance arrangements and its long term value creation strategies. In arriving at these decisions the Board has assessed the likely consequences of any decision in the long term, the need to foster the Company’s business relationships with suppliers, and other counterparties, the impact of the broader Company’s operations on the broader community and the desirability of the Company maintaining a reputation for high standards of business conduct.

The Company is part of the wider XTX Holdings group (the “Group”).

### Staff

The Board promotes a positive and inclusive culture and believes in equal opportunities and people’s development. The broader Company’s policy is to appoint staff entirely on the basis of merit and in accordance with current legislation.

The Board encourages the senior management of the Company to implement key decisions with the focus on the interests of the employees. Training and development opportunities such as management training were provided throughout the year. In order to improve both physical and mental health and wellbeing of the employees, appropriate resources and access to relevant professional health experts continued to be provided at no cost to the employees.

Further, after the success of the employee engagement surveys in previous years, a further comprehensive employee survey was undertaken at the end of 2023 at the direction of the Board. The findings from the survey were considered in and informed subsequent decisions the Board took.

### Shareholders

The Board ensures that shareholder views are understood prior to decision-making. It therefore considers other companies in the Group to be important stakeholders and gives consideration to any

operational or financial interaction between them. Considering the long-term success of the Group, the board approved paying £700m (2022: £1,034m) in interim dividends in line with the treasury policy of the Group which seeks to optimise the capital base of the Group entities.

### Suppliers

The Board promotes a policy of paying the suppliers of the Company with no undue delays in order to foster the Company's business relationships with suppliers. Management have implemented operational improvements to the accounts payable process during 2023 which will ensure greater reliability, efficiency and transparency of the Company's payment processes. The Company's standard payment terms are 30 days from the date the invoice was received. According to the published payment practices data for 2023, the average time taken to pay third party suppliers of the Company was 12 days (2022: 23 days).

### The wider community

The Board is also keen to support the wider communities in which the Group operates. The Group has donated £56.6m to charities and good causes in the year ending 31 December 2023 (2022: £44.0m), establishing the Group as a major donor in the UK and globally. This includes an on-going philanthropy programme, plus a series of fast grants during times of crisis, such as the Covid pandemic and the Ukraine war, where the Group donated over £24m to causes including £15111 to establish an 'Academic Sanctuaries Fund' which is supporting displaced students and researchers alongside some universities.

One of the philanthropic priorities is maths and science education and the Group aim to support more students to progress to degrees, PhDs and highly-skilled careers, especially those from disadvantaged backgrounds. In 2023, the Group set-up a £7m 'Maths Excellence Fund' focused on supporting attainment and progression in maths from ages 11 to 18 in the UK and increasing the number of students on track to succeed in A-level maths and beyond.

The Board is also focused on the Group's environmental impact and has introduced a carbon removal programme for employees as well as pledging to remove our CO2 emissions and avoid energy usage from fossil fuels.

### Future outlook

The Board remains focused on ensuring the business delivers on managing risks, building sustainability and developing an appropriate framework for growth.

The Company is expected to continue to trade profitably to support organic growth. The Board is continually assessing the changing market and regulatory landscape to ensure it can evolve and adapt to changes in counterparty and operational demands. The directors do not anticipate changes in the Company's core activities in the foreseeable future.