

# SOCIAL IMPACT 2021

In October 2018, we sold 55% of our Financial & Risk business, which is now known as Refinitiv. For these purposes, prior period results and targets were not restated to reflect the sale. Therefore, 2018 results are not comparable to the prior periods, nor to the related targets.

People data	2021	2020	2019	2018
<b>Headcount</b>				
Total employees	24,400	24,000	24,400	25,800
Americas	14,700	15,300	15,800	16,800
Europe, Middle East, and Africa	3,600	3,600	3,500	3,500
Asia Pacific	6,100	5,100	5,100	5,500
<b>Training</b>				
Total training hours	451,000	480,000	663,000	485,000
Average training hours per employee	18.7	19.6	27.2	19.4
<b>Remuneration</b>				
Total staff costs (US\$ millions)	2,698	2,468	2,617	2,696
<b>Gender representation<sup>1</sup></b>				
All employees – male   female	53%   47%	54%   46%	55%   45%	53%   47%
New hires (all levels) – male   female	52%   48%	53%   47%	55%   45%	54%   46%
Senior executives – male   female	60%   40%	66%   34%	66%   34%	64%   36%
Director/VP – male   female	59%   41%	61%   39%	63%   37%	64%   36%
Managers – male   female	56%   44%	57%   43%	57%   43%	60%   40%
<b>Racial/ethnic representation<sup>2</sup></b>				
<b>All employees – white   racial/ethnic diversity</b>	<b>71%   22%</b>	<b>69%   21%</b>	<b>Started in 2020</b>	<b>Started in 2020</b>
Asian+	9%	Started in 2021	Started in 2021	Started in 2021
Black or African+	5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	71%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>New hires (all levels) – white   racial/ethnic diversity</b>	<b>63%   34%</b>	<b>63%   27%</b>	<b>Started in 2020</b>	<b>Started in 2020</b>
Asian+	16%	Started in 2021	Started in 2021	Started in 2021
Black or African+	7%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	63%	Started in 2021	Started in 2021	Started in 2021
Multiracial	6%	Started in 2021	Started in 2021	Started in 2021

Racial/ethnic representation <sup>2</sup> (continued)	2021	2020	2019	2018
<b>Senior executives – white   racial/ethnic diversity</b>	<b>65%   21%</b>	<b>71%   17%</b>	<b>Started in 2020</b>	<b>Started in 2020</b>
Asian+	15%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	65%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>Director/VP – racial/ethnic diversity</b>	<b>74%   16%</b>	<b>74%   14%</b>	<b>Started in 2020</b>	<b>Started in 2020</b>
Asian+	9%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	74%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>Managers – racial/ethnic diversity</b>	<b>72%   21%</b>	<b>72%   19%</b>	<b>Started in 2020</b>	<b>Started in 2020</b>
Asian+	10%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	72%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>LGBTQ+ representation<sup>3</sup></b>				
All employees – LGBTQ+	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>Disability representation<sup>4</sup></b>				
All employees – individuals with disabilities	< 5%	Started in 2021	Started in 2021	Started in 2021
<b>Veteran representation<sup>5</sup></b>				
All employees – veterans	< 5%	Started in 2021	Started in 2021	Started in 2021

<sup>1</sup> These data points on gender representation contribute to SDG 5, Gender Equality. Includes data from all countries in which Thomson Reuters operates.  
<sup>2</sup> Racial/ethnic representation includes employee data from the U.S., UK, Canada, Brazil, South Africa, and Puerto Rico. Percentages do not equal 100% given we have not reported those who have identified as prefer not to say and other.  
<sup>3</sup> LGBTQ+ representation includes employee data from 44 countries in which Thomson Reuters operates which represents 96% of our total employee population. Data does not include those who have identified as prefer not to say.  
<sup>4</sup> Disability representation includes employee data from 69 countries in which Thomson Reuters operates which represents 99% of our total employee population. Data does not include those who have identified as prefer not to say.  
<sup>5</sup> Veteran representation includes employee data from the U.S. only which represents 42% of our total employee population. Data does not include those who have identified as prefer not to say.

Financial data	2021	2020	2019	2018
Revenue (US\$ millions)	6,348	5,984	5,906	5,501
Operating expenses (US\$ millions)	4,370	3,999	4,413	4,131
Depreciation (US\$ millions)	177	184	154	110
Amortization of computer software (US\$ millions)	474	485	449	400
Amortization of other identifiable assets (US\$ millions)	119	123	114	109
Other operating losses, gains, net (US\$ millions)	34	736	423	29
Operating profit (US\$ millions)	1,242	1,929	1,199	780
Earnings from continuing operations (US\$ millions)	5,687	1,149	1,570	164
Net earnings (US\$ millions)	5,689	1,122	1,564	4,023
Basic earnings per share (US\$)	11.53	2.25	3.12	5.89

Community investment	2021	2020	2019	2018
Volunteering hours	67,000	84,000	116,000	136,000
Matching gifts (US\$)	710,000	705,000	686,000	1,071,000
Volunteer grants (US\$)	387,000	675,000	1,046,000	1,579,000
Volunteer hours/employee	2.8	3.5	4.8	5.3
Volunteer grants/employee (US\$)	16.10	28.40	42.90	61.20

These data points contribute to SDG 1 (No Poverty), 2 (Zero Hunger), 4 (Quality Education), 5 (Gender Equality), 13 (Climate Action), and 16 (Peace, Justice and Strong Institutions)

Environment <sup>6</sup>	2021	2020	2019	2018
Total carbon dioxide (CO2) emissions (location – tonnes) <sup>7</sup>	59,000	77,000	117,000	125,000
Total CO2 emissions (market – tonnes) <sup>8</sup>	8,800	10,500	34,000	125,000
Scope 1	3,900	3,800	7,100	5,600
Scope 2 (electric – location) <sup>7</sup>	50,000	67,000	84,000	92,000
Scope 2 (electric – market) <sup>8</sup>	0	0	0	91,000
Scope 2 (leased heat + other purchased energy)	2,800	3,800	3,800	4,000
Scope 3 (category 6 – business travel)	2,100	2,900	23,000	24,000
Electricity used (kWh)	113,461,000	125,361,000	162,420,000	155,161,000
Renewable electricity used (kWh)	113,461,000	125,361,000	0	0
Emissions per US\$ million (tonnes)	9.32	12.90	19.89	22.77
Real estate footprint (sq ft)	3,733,000	3,995,000	6,726,000	6,608,000
Emissions per 1,000 sq ft (tonnes)	15.85	19.31	17.47	18.96
Year-over-year % decline in Emissions per 1,000 sq ft	18%	-19%	8%	31%
% of suppliers by spend that have committed to Science Based Targets	27%	Started in 2021	Started in 2021	Started in 2021

Business Travel	2021	2020	2019	2018
Total miles traveled	8,964,000	10,700,000	107,916,000	109,306,000
Total travel CO2 emissions (tonnes)	2,100	2,900	23,000	24,000
Air miles flown	8,272,000	9,350,000	101,600,000	100,818,000
Air CO2 emissions (tonnes)	1,500	1,600	18,000	18,000
Rail: miles traveled	89,000	119,000	780,000	874,000
Rail: CO2 emissions (tonnes)	5	7	61	62

These data points contribute to SDG 12 (Responsible Production and Consumption) and 13 (Climate Action)

<sup>6</sup> Data is not yet verified. Verification statement will be uploaded to company website at a later date.

<sup>7</sup> A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).

<sup>8</sup> A market-based method reflects emissions from electricity that companies have purposefully chosen.

Policies			
<a href="#">Social Impact Policy</a>	<a href="#">Volunteering Policy</a>	<a href="#">Supplier Diversity and Sustainability Corporate Statement</a>	<a href="#">Community Support Policy</a>
<a href="#">Trust Principles</a>	<a href="#">Environment, Health &amp; Safety Policy</a>	<a href="#">Diverse and Minority Owned Small Business Support</a>	<a href="#">Data Privacy</a>
<a href="#">Code of Business Conduct and Ethics</a>	<a href="#">Diversity &amp; Inclusion Commitments</a>	<a href="#">Modern Slavery Statement</a>	<a href="#">Data Security</a>
<a href="#">Supply Chain Ethical Code</a>			

#### United Nations Global Compact and Sustainable Development Goals (SDGs)

We are proud signatories to the UN Global Compact and our commitment to the Ten Principles as underpinned by our Code of Business Conduct and Ethics. With products supporting the backbone of legal and tax systems worldwide, we work in strong support of SDG 16: Peace, Justice, and Strong Institutions. Our Diversity and Inclusion efforts support SDG 5. In addition, in 2021 our employee networks engaged in quarterly SDG focus campaigns supporting SDGs 1, 2, 4, and 13, and our commitment to SDGs 5, 12, and 13 continued to drive improvements in gender equality and our carbon footprint. Additional alignments between SDGs and our work can be seen in the metrics above and in our markets overview at [thomsonreuters.com](https://www.thomsonreuters.com)

#### Additional information

[In-depth analysis on Thomson Reuters environmental data can be found in our annual CDP disclosure](#)

[Specific initiatives within Community Investment, Diversity and Inclusion, and Sustainability](#)

#### Data Security

Accounting metric	Code	Disclosure
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We have a dedicated Information Security Risk Management (ISRM) team who is continually evaluating our security posture and mitigating risks as part of our information security program. The ISRM team is led by the Chief Information Security Officer (CISO). The ISRM team maintains a risk framework that sets forth the requirements and responsibilities for risk identification, registration, and treatment. With dedicated resources focused on improving information security practices throughout Thomson Reuters, we strive to identify risks to our information assets and guard against unauthorized access, loss, or misuse. As part of managing such risks, we use a variety of controls, security devices, and monitoring tools to analyze our systems and network.
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Thomson Reuters respects the privacy rights of our users, their clients, and the public and is committed to protecting their information. In the ordinary course of business, we collect, store, use, and transmit certain types of information that are subject to an increasing number of different laws and regulations. In particular, data security, data protection and privacy laws, and regulations that we are subject to often vary by jurisdiction and include, without limitation, the EU General Data Protection Regulation (GDPR) and various U.S. state and federal laws and regulations. These laws and regulations are continuously evolving. We have implemented policies and procedures that are designed to ensure compliance with applicable laws, rules, and regulations.  The Thomson Reuters Privacy Statement explains how we collect, handle, store, and protect personal information in the context of our services, including personal information that a user provides through the use of our products and services, which may include the user's name and address. The Privacy Statement states that we may use personal information we collect to communicate with and provide our users with a requested service or product, to improve services, and for other legitimate interests. The Privacy Statement provides the user with information on how they can exercise their rights to indicate their preferences with regard to receiving special offers and promotions from us, request information about the personal information we have about them, and exercise other rights pertaining their data in accordance with applicable law.
(1) Number of data breaches  (2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII)  (3) Number of customers affected	SV-PS-230a.3	Similar to other large global information companies, Thomson Reuters experiences cyber-threats and cyber-attacks. We have dedicated resources at our company who are responsible for maintaining appropriate levels of cybersecurity and protecting our customers' data and our internal data. Thomson Reuters is also dependent on security measures that some of its third-party suppliers and customers are taking to protect their own systems, infrastructures, and cloud-based applications and services.  We seek to mitigate these risks through our ability to escalate and respond to known and potential risks through our Enterprise Security Incident Management processes. We also maintain what we believe is sufficient insurance coverage that may (subject to certain policy terms and conditions including self-insured deductibles) cover certain aspects of third-party security and cyber-risks and business interruption. Our incident response program is designed to ensure that all security incidents or data breaches that are required to be reported to regulatory bodies, in our public filings, and/or members of the public and media are so properly reported. The existence (or non-existence) of non-reportable security incidents or data breaches is considered company confidential and is not shared with third-parties, except as required by contract or applicable law.

Workforce diversity and engagement		
Accounting metric	Code	Disclosure
Percentage of gender and racial/ethnic group representation for  (1) executive management  (2) all other employees	SV-PS-330a.1	<p>Senior executives – male   female: 60%   40% All employees – male   female: 53%   47%</p> <p>Senior executives – white   racial/ethnic diversity: 65%   21% All employees – white   racial/ethnic diversity: 71%   22%</p> <p>At Thomson Reuters, we are focused on fostering an Inclusive Culture of World-Class Talent. To bring this to life, we are continuing to intentionally embed diversity and inclusion across all that we do, including how we:</p> <ul style="list-style-type: none"> <li>• Attract, retain, develop, and flow diverse talent at all levels and across our diverse talent pipeline</li> <li>• Foster an inclusive work culture in which all talent can thrive, feel valued and respected, and grow their careers</li> <li>• Lead through inclusive product design and customer experiences</li> <li>• Partner with our customers to drive this work in the markets in which we operate</li> </ul> <p>In addition, we continue to strive towards three diverse talent representation goals to help address disparities in our leadership teams. These goals include:</p> <ul style="list-style-type: none"> <li>• 45% of more women in senior leadership roles by end of 2022 (updated goal in Q1 2021)</li> <li>• 20% or more racial/ethnically diverse talent in senior leadership by 2022 (launched in Q3 2020)</li> <li>• Double Black talent representation in senior leadership by 2022 (launched in Q3 2020)</li> </ul> <p>At the close of 2021 across our senior leadership teams, we had 41% women representation, 16% racial and ethnic representation, and 37 Black talent. To drive continued progress, we are focusing on talent mobility, retention, leadership development, and accountability to meet the current and forward-looking needs of our organization and customers. The key to achieving these goals is our focus on driving further inclusivity, growing a strong pipeline of diverse talent, providing equitable access to opportunity, and being intentional in removing bias in our workplace.</p>
(1) Voluntary (2) involuntary turnover rate for employees	SV-PS-330a.2	Not currently disclosed
Employee engagement as a percentage	SV-PS-330a.3	<p>At Thomson Reuters, we all have a shared responsibility to do business in ways that respect, protect, and benefit our customers, employees, communities, suppliers, and environment. Our voluntary, employee-led engagement groups help us achieve these goals. Business Resource Groups benefit both our employees and the company’s business goals.</p> <p>Global Volunteer Networks help drive volunteering efforts across our locations by arranging volunteering activities, supporting local projects, and developing long-lasting relationships with community partners. Green Teams arrange knowledge sharing events on sustainable topics and look for ways we can change our consumption of resources.</p> <p>While we do not measure employee engagement in percentage terms, we measure and disclose other engagement and inclusion metrics. In 2021 our employees volunteered nearly 67,000 hours of service and committed more than \$1m in matching gift donations. Employees also received over 451,000 total hours of training, averaging 18.7 training hours per employee.</p>

Activity metrics		
Accounting metric	Code	Disclosure
Number of employees by: (1) Full Time and Part Time (2) Temporary (3) Contract	SV-PS-000.A	Thomson Reuters has 24,400 employees stationed throughout the world. 14,700 come from the Americas, 6,100 come from the Asia Pacific region, and 3,600 come from the Europe, Middle East, and Africa regions (EMEA).
Employee hours worked, percentage billable	SV-PS-000.B	Not currently disclosed

Professional integrity		
Accounting metric	Code	Disclosure
Description of approach to ensuring professional integrity	SV-PS-510a.1	<p>The Thomson Reuters Code of Conduct sets out the standards we expect our employees to follow. It requires Thomson Reuters employees to conduct themselves and our business at the highest ethical standards, with integrity and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The full text of the policy is provided at <a href="https://ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21">ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21</a></p> <p>Thomson Reuters Trust Principles guide all actions of Thomson Reuters employees. The Trust Principles are disclosed on the TR website and at <a href="https://thomsonreuters.com/en/about-us/trust-principles.html">thomsonreuters.com/en/about-us/trust-principles.html</a>. Those Trust Principles include a requirement that the integrity, independence, and freedom from bias of Thomson Reuters shall at all times be fully preserved, as well as other principles.</p> <p>Thomson Reuters ethical values and our resulting approach to the way we do business are reflected in the Thomson Reuters Code of Business Conduct and Ethics. Our Supply Chain Ethical Code applies to our suppliers worldwide and seeks to encourage comparable standards of behavior, driving commitment to ethical improvements through our supply chain. <a href="https://thomsonreuters.com/en/about-us/social-impact/our-markets/supply-chain-ethical-code.html">thomsonreuters.com/en/about-us/social-impact/our-markets/supply-chain-ethical-code.html</a></p>
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Not currently disclosed