

COMMUNITY SUPPORT POLICY

Thomson Reuters is one of the only companies in the world that helps its customers pursue justice, truth, and transparency. Together with the professionals and institutions we serve, we help uphold the rule of law, turn the wheels of commerce, catch bad actors, report the facts, and provide trusted, unbiased information to people all over the world. For more information on Thomson Reuters, visit <https://www.thomsonreuters.com/en.html>.

Thomson Reuters' commitment to the communities in which we live, and work is delivered through various programs which have been established to ensure robust, consistent, and sustainable community and societal support. This policy outlines the different ways in which Thomson Reuters as a global organization supports our communities. The programs outlined below ensure that we are committing to causes which our employees are passionate about through the sharing of time, skills, and financial support.

RECOGNIZED CHARITIES AND COMMUNITY ORGANIZATIONS

Through this policy and our programs, we support organizations that are registered as charities, not-for-profit or tax-exempt organizations and accredited schools and that are consistent with our values.

What types of organizations are eligible?

Accredited schools and organizations that are registered as a certified not-for-profit or tax-exempt organization by the applicable authority within their country. The organization must also meet all the criteria below:

The company will not support employee efforts for organizations that discriminate; organizations, private foundations, or programs that fund terrorist groups or activities; political causes, candidates, organizations, or campaigns; or religious organizations for denominational or religious purposes. The company reserves the right also to withhold support for other charities or for campaigns that it deems violates the spirit of any of the above exclusions.

The company will not support religious organizations for denominational or religious purposes. If a religious organization has a community outreach program with a tax ID number, EIN number or registered charity number, these programs could be reviewed for approval into our philanthropic tool, My Community. You can search for the organization's tax ID or EIN number on Guidestar. Please see examples below.

- Ineligible - A Church runs a weekly soup kitchen, but the soup kitchen is not recognized with its own tax ID number, EIN number or registered charity number - they are simply a program run by the Church and funded directly by the Church.
- Eligible - The Church soup kitchen is registered independently with its own tax ID number, EIN number or registered charity number and is registered independently. In this case, the soup kitchen would be eligible.

Below are websites you can visit to check the charitable status of organizations in some of our larger locations.

- UK: Charity Commission

- US: GuideStar
- India: GuideStar India
- Canada: Canada Revenue Agency

VOLUNTEERING

Thomson Reuters encourages staff from across the business to take part in community volunteering activities for recognized charities and community organizations. To enable this, we offer all regular full-time and part-time* employees time off with pay for 2 days or 16 hours per calendar year (pro-rated for part-time staff). Paid time off to volunteer is available for employees to use during their normal working hours*. Employees can log their paid time off to volunteer and personal volunteer hours into the My Community tool. All volunteer hours for the calendar year must be logged by December 31 of that year.

*Part-time employees are eligible if their regularly scheduled hours are 20 or more per week.

MATCHING GIFTS

Thomson Reuters supports our employees' charitable efforts through our My Matching Gifts program. Open to all regular full-time staff, personal donations to registered charities or accredited schools can be matched by the company from US \$50 to a maximum US \$1,000 per calendar year.

VOLUNTEER GRANTS

We recognize that many employees regularly volunteer their time to charitable organizations and accredited schools, and we believe these efforts should be equally recognized and rewarded. Through our Volunteer Grants program employee volunteer efforts can translate to dollars and go towards their US \$1,000 matching limit. Volunteer Grants are only available in US \$500 and US \$1,000 amounts. Volunteer Grant requests need to be submitted no later than six months after the start of a new year.

Note: The Thomson Reuters Matching Gifts, Volunteer Grants and Payroll Match programs all have a combined maximum of US \$1,000 per calendar year to each employee's chosen charities.

COMMUNITY CHAMPION GRANTS

One of our flagship Social Impact Institute programs that offers employees the opportunity to have their group volunteering commitments recognized and supported by the company through corporate grants.

DISASTER RELIEF

In the event of a disaster that has a devastating effect on a populated area, the Leadership Team and the Social Impact Institute team will all discuss the most appropriate method for support to those affected.

THOMSON REUTERS FOUNDATION

The Thomson Reuters Foundation is the corporate foundation of Thomson Reuters. As an independent charity, registered in the UK and the USA, they work to protect media freedom, foster more inclusive economies, and advance human rights issues. Additional information on the Foundation can be found at www.trust.org.

SPONSORSHIP

Our corporate sponsorship agreements deliver against a variety of objectives including building brand awareness, bringing our products to life, providing world-class client engagement opportunities and the ability to align with our Social Impact Institute strategy. We constantly look for ways in which our sponsorships can work with our Social Impact Policy to the benefit of the wider community on both a global and a local level.

GRANT GIVING

We have limited capacity to provide grants to charitable causes and do not accept unsolicited requests for funding outside of the established programs mentioned within this policy.

This Community Support Policy applies to all Thomson Reuters offices and regular employees across the globe and will be reviewed and revised as required. Contractors, interns, temporary employees, retirees, spouses, partners, and dependents are not eligible.