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People Data	2019	2018	2017	2016
Total Employees	**24,400**	25,800	46,100	45,700
Gender - Male/Female	**55% | 45%**	53% | 47%	56% | 44%	57% | 43%
New Hires (all levels) - Male/Female	**55% | 45%**	54% | 46%	53% | 47%	55% | 45%
Senior Executives - Male/Female	**66% | 34%**	64% | 36%	68% | 32%	70% | 30%
Director/VP - Male/Female	**63% | 37%**	64% | 36%	68% | 32%	68% | 32%
Managers - Male/Female	**57% | 43%**	60% | 40%	61% | 39%	61% | 39%
Total Training Hours	**663,000**	485,000	2,813,000	2,757,000
Average Training Hours per Employee	**27.2**	19.4	61.0	54.2
**These data points contribute to SDG 5, Gender Equality*				
Head Count by Region				
Americas	**15,800**	16,800	21,800	21,800
Europe, Middle East and Africa	**3,500**	3,500	10,200	9,900
Asia Pacific	**5,100**	5,500	14,100	14,000
Remuneration				
Total staff costs (US$ millions)	**$2,617**	$2,696	$4,307	$4,600

Financial Data	2019	2018	2017	2016
Revenue (US$ millions)	**$5,906**	$ 5,501	$ 11,333	$ 11,166
Operating Expenses (US$ millions)	**($4,413)**	($ 4,131)	($ 8,079)	($ 8,232)
Depreciation (US$ millions)	**($154)**	($ 110)	($ 296)	($ 313)
Amortization of computer software (US$ millions)	**$449**	$ 400	($ 699)	($ 711)
Amortization of other identifiable assets (US$ millions)	**$114**	$ 109	($ 468)	($ 528)
Other operating losses, gains, net (US$ millions)	**$423**	$ 29	($ 36)	$ 8
Operating Profit (US$ millions)	**$1,199**	$ 780	$ 1,755	$ 1,390
Earnings from continuing operations (US$ millions)	**$1,570**	$ 180	$ 1,462	$ 1,056
Net Earnings (US$ millions)	**$1,564**	$ 4,039	$ 1,459	$ 3,149
Basic Earnings per share (US$)	**$3.11**	$ 5.91	$ 1.94	$ 4.14
Total dividend per share	**$1.44**	$ 1.40	$ 1.38	$1.36
Total tax paid (US$ millions)	**$207**	$666	$596	$714
**Amounts for 2016 and 2017 includes the results of the F&R business. On October 1, 2018, the Company sold a 55% interest in its F&R business to private equity funds managed by Blackstone.*				

Community Investment	Targets	2019	2018	2017	2016
Volunteering Hours	110,000	**116,000**	136,000	177,000	137,000
Matching Gifts (US$)	N/A	**$686,000**	$1,071,000	$1,639,000	$1,965,000
Volunteer Grants (US$)	N/A	**$1,046,000**	$1,579,000	$1,019,000	$614,000
Volunteer Grants Participating Employees	1,600	**1,245**	1,955	1,476	919
Volunteer Hours/Employee	N/A	**4.8**	5.3	3.8	2.9
Volunteer Grants/Employee	N/A	**$42.90**	$61.20	$22.10	$13.44
**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	Targets	2019	2018	2017	2016
In addition to the results below, in 2019 we set three sustainability targets: - Becoming carbon neutral in 2019 (achieved) - Sourcing 100% renewable energy in 2020 - Committing to set Science Based Targets in 2020					
Total CO_2 emissions (location - tonnes)	124,000	**117,000**	125,000	300,000	411,000
Total CO_2 emissions (market - tonnes)	124,000	**34,000**	125,000	292,000	*Started 2017*
Scope 1	5,500	**7,100**	5,600	7,000	6,500
Scope 2 (electric - location)	91,000	**84,000**	92,000	249,000	285,000
Scope 2 (electric - market)	90,000	**0**	91,000	240,000	287,000
Scope 2 (leased heat)	4,000	**3,800**	4,000	7,000	68,000
Scope 3 (category 6 - business travel)	24,000	**23,000**	24,000	37,000	51,000
Electricity used (kWh)	153,609,000	**162,420,000**	155,161,000	480,700,000	532,389,000
Emissions per US$ million (tonnes)	N/A	**19.89**	22.77	26.52	36.78
Real estate footprint (sqft)	N/A	**6,726,000**	6,608,000	10,868,000	12,543,000
Emissions per 1,000 sq ft (tonnes)	N/A	**17.47**	18.96	27.66	32.74
Year over Year % decline in Emissions per 1000 sq ft	N/A	**8%**	31%	16%	7%
Business Travel					
Total Miles Traveled	108,212,000	**107,916,000**	109,306,000	183,083,000	174,446,000
Total Travel CO2 emissions (tonnes)	24,000	**23,000**	24,000	37,000	51,000
Air Miles Flown	99,809,000	**101,600,000**	100,818,000	177,758,000	164,934,000
Air CO2 emissions (tonnes)	18,000	**18,000**	18,000	32,000	43,000
Rail: Miles Traveled	865,000	**780,000**	874,000	1,767,000	2,015,000
Rail CO2 emissions (tonnes)	61	**52**	62	133	199
** A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.*					
***These data points contribute to SDG 12 (Responsible Production and Consumption) and 13 (Climate Action)*					

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Policies

Social Impact Policy
Trust Principles
Code of Business Conduct and Ethics
Supply Chain Ethical Code
Volunteering Policy
Environment, Health & Safety Policy
Diversity & Inclusion Commitments and Policy
Modern Slavery Statement
Community Support Policy
Data Privacy
Data Security

United Nations Global Compact & Sustainable Development Goals

We are proud signatories to the UN Global Compact and our commitment 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 2018 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

Additional Information

For a more in-depth analysis of Thomson Reuters Environmental data, please see our public CDP reports at www.cdp.net

For a closer look into specific initiatives within Community Investment, Diversity and Inclusion, and Sustainability, please visit https://ir.thomsonreuters.com/static-files/e16cf13e-228b-4abf-97f2-e626fda56871

SASB Disclosure

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 Notice 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 Notice 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 Notice 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 cyber-security 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. None of these threats and related incidents to date have resulted in a material adverse impact for our business. 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.

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Professional Integrity		
Accounting metric	**Code**	**Disclosure**
Description of approach to ensuring professional integrity	**SV-PS-510a.1**	The Thomson Reuters Code of Business Conduct and Ethics (Code) applies to our employees, directors and officers. The Code is grounded in our purpose and values and sets out Thomson Reuters' standards and expectations for employees' behavior and our business practices. The Code is currently available in English and 19 other languages. Our employees, directors and officers are required to submit an acknowledgment that they have received and read a copy of the Code and understand their obligations to comply with the principles and policies outlined in it. In an effort to promote further a culture of ethical business conduct throughout Thomson Reuters, we have instituted a mandatory online training course related to the Code. A copy of the Code is posted on our intranet and on our website. Trust is at the heart of all we do. The foundation of that trust is built upon Thomson Reuters' long-standing Trust Principles of integrity, independence and freedom from bias, which also underpin our business decisions and our commercial principles. As part of our commitment in the Trust Principles to integrity, independence and freedom from bias, we endeavor to be impartial and not to take sides and we seek to provide news, information, software, services and solutions upon which individuals, businesses and governments can rely. The Trust Principles are disclosed on the TR website at https://www.thomsonreuters.com/en/about-us/trust-principles.html. Thomson Reuters maintains a process known as the global Supplier Onboarding Program to screen, onboard and monitor the third parties with which we choose to do business. The Supplier Onboarding Program includes a risk assessment of whether a business partner may have engaged or might engage in unethical and/or unlawful acts. Thomson Reuters has a Supply Chain Ethical Code that is designed to ensure that our suppliers meet standards that are consistent with Thomson Reuters' ways of doing business. Our Supply Chain Ethical Code applies to our suppliers worldwide and seeks to drive commitment to high ethical standards through our supply chain. Our master services agreement forms require suppliers to comply with our Supply Chain Ethical Code. In certain instances, we have alternatively permitted some suppliers to agree to comply with their own ethics codes and we ask those suppliers to represent to us that their analogous codes conform in material respects with ours. Thomson Reuters' corporate charity, the Thomson Reuters Foundation, works to advance media freedom, raise awareness of human rights issues, and foster more inclusive economies. Leveraging the skills, values and expertise of Thomson Reuters, the Foundation exposes corruption worldwide and has undertaken a number of programs and initiatives intended to trigger change and empower people globally. As part of our commitment to being global role models for ethical business conduct, Thomson Reuters is a member of the United Nations Global Compact, and we align our business to the Compact's 10 universal principles on human rights, labor, environment and anti-corruption. In addition, Thomson Reuters works actively towards the 17 U.N. Global Compact Sustainable Development Goals (SDGs), with a strong focus on SDG 16: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	**SV-PS-510a.2**	Not currently disclosed

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Workforce Diversity & Engagement		
Accounting metric	**Code**	**Disclosure**
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	**SV-PS-330a.1**	As of December 31, 2019: Senior Executives (66% | 34%) - Male/Female All Employees (55% | 45%) - Male/Female To serve our customers and communities, we want to attract and retain the most talented individuals and create an environment where all our people can develop to their full potential. We seek to achieve this by: • Imbedding Diversity and Inclusion into all organizational processes, and partner with Business and HR Leaders to champion inclusive practices around the globe. • Expanding awareness, knowledge, capabilities and cultural competency around Diversity and Inclusion for people leaders and individual contributors globally. • Overseeing and providing consultation to the Business Resource Groups (BRGs) to support the delivery and execution of their strategic business impact and inclusion goals. Our BRGs provide a network of support for other employees and work with the business to enhance professional development, recruitment and retention. In addition, a key component of our diversity and inclusion approach is identification, development and advancement of women globally for leadership positions. In 2019, the overall representation of women in senior leadership positions was 34%, just under our goal of 40% by the end of 2020.
(1) Voluntary and (2) involuntary turnover rate for employees	**SV-PS-330a.2**	Not currently disclosed
Employee engagement as a percentage	**SV-PS-330a.3**	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. BRGs benefit both our employees and the company's business goals. 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. While we do not measure employee engagement in percentage terms we measure and disclose other engagement and inclusion metrics. In 2019, our employees volunteered over 116,000 hours of service and committed more than $686,000 in matching grants. Employees also received over 663,000 total hours of training in 2019, averaging 27.2 training hours per employee.

Activity Metrics		
Accounting metric	**Code**	**Disclosure**
Number of employees by: (1) Full Time and Part Time, (2) Temporary, and (3) contract	**SV-PS-000.A**	As of December 31, 2019, Thomson Reuters had 24,400 employees (15,800 - Americas; 5,100 - Asia Pacific; and 3,500 - Europe, Middle East and Africa (EMEA)).
Employee hours worked, percentage billable	**SV-PS-000.B**	Not currently disclosed