SOCIAL / IMPACT 2020

2017 information in this datasheet reflects our company prior to the sale of our former Financial & Risk business (now known as Refinitiv). In 2018, we sold a 55% interest in the business to private equity funds affiliated with Blackstone. Refinitiv was subsequently sold to London Stock Exchange Group in January 2021.

People data	2020	2019	2018	2017
Head count				
Total employees	24,000	24,400	25,800	46,100
Americas	15,300	15,800	16,800	21,800
Europe, Middle East, and Africa	3,600	3,500	3,500	10,200
Asia Pacific	5,100	5,100	5,500	14,100
Gender representation				
All employees – male | female	54% | 46%	55% | 45%	53% | 47%	56% | 44%
New hires (all levels) – male | female	53% | 47%	55% | 45%	54% | 46%	53% | 47%
Senior executives – male | female	66% | 34%	66% | 34%	64% | 36%	68% | 32%
Director/VP – male | female	61% | 39%	63% | 37%	64% | 36%	68% | 32%
Managers – male | female	57% | 43%	57% | 43%	60% | 40%	61% | 39%

These data points on gender representation contribute to SDG 5, Gender Equality. Includes data from all countries in which Thomson Reuters operates.

Racial/ethnic representation	2020	2019	2018	2017
All employees – white | racial/ethnic diversity	68% | 20%	Started 2020	Started 2020	Started 2020
New hires (all levels) – white | racial/ethnic diversity	62% | 29%	Started 2020	Started 2020	Started 2020
Senior executives – white | racial/ethnic diversity	71% | 17%	Started 2020	Started 2020	Started 2020
Director/VP – white | racial/ethnic diversity	74% | 14%	Started 2020	Started 2020	Started 2020
Managers – white | racial/ethnic diversity	71% | 19%	Started 2020	Started 2020	Started 2020

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.

	2020	2019	2018	2017
Total training hours	480,000	663,000	485,000	2,813,000
Average training hours per employee	19.6	27.2	19.4	61.0

Remuneration				
Total staff costs (US$ millions)	$2,468	$2,617	$2,696	$4,307

Financial data	2020	2019	2018	2017
Revenue (US$ millions)	$5,984	$5,906	$5,501	$11,333
Operating expenses (US$ millions)	($3,999)	($4,413)	($ 4,131)	($ 8,079)
Depreciation (US$ millions)	($184)	($154)	($ 110)	($ 296)
Amortization of computer software (US$ millions)	$485	$449	$400	($ 699)
Amortization of other identifiable assets (US$ millions)	$123	$114	$109	($ 468)
Other operating losses, gains, net (US$ millions)	$736	$423	$29	($ 36)
Operating profit (US$ millions)	$1,929	$1,199	$780	$1,755
Earnings from continuing operations (US$ millions)	$1,149	$1,570	$164	$1,462
Net earnings (US$ millions)	$1,122	$1,564	$4,023	$1,459
Basic earnings per share (US$)	$2.25	$3.12	$5.89	$1.94

Community investment	2020	2019	2018	2017
Volunteering hours	84,000	116,000	136,000	177,000
Matching gifts (US$)	$705,000	$686,000	$1,071,000	$1,639,000
Volunteer grants (US$)	$675,000	$1,046,000	$1,579,000	$1,019,000
Volunteer hours/employee	3.5	4.8	5.3	3.8
Volunteer grants/employee	$28.40	$42.90	$61.20	$22.10

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	2020	2019	2018	2017
Total carbon dioxide (CO_2) emissions (location — tonnes)*	77,000	117,000	125,000	300,000
Total CO_2 emissions (market — tonnes)**	9,800	34,000	125,000	292,000
Scope 1	3,400	7,100	5,600	7,000
Scope 2 (electric — location)*	67,000	84,000	92,000	249,000
Scope 2 (electric — market)**	0	0	91,000	240,000
Scope 2 (leased heat)	3,500	3,800	4,000	7,000
Scope 3 (category 6 - business travel)	2,900	23,000	24,000	37,000
Electricity used (kWh)	125,361,000	162,420,000	155,161,000	480,700,000
Renewable Electricity used (kWh)	125,361,000	162,420,000	0	0
Emissions per US$ million (tonnes)	12.80	19.89	22.77	26.47
Real estate footprint (sq ft)	3,995,000	6,726,000	6,608,000	10,868,000
Emissions per 1,000 sq ft (tonnes)	19.18	17.47	18.96	27.60
Year-over-year % decline in Emissions per 1,000 sq ft	-10%	8%	31%	16%

Business Travel				
Total miles traveled	10,701,000	107,916,000	109,306,000	179,525,000
Total travel CO_2 emissions (tonnes)	2,900	23,000	24,000	37,000
Air miles flown	9,350,000	101,600,000	100,818,000	177,758,000
Air CO_2 emissions (tonnes)	1,600	18,000	18,000	32,000
Rail: miles traveled	119,000	780,000	874,000	1,767,000
Rail: CO_2 emissions (tonnes)	7	61	62	133

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

Policies

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

United Nations Global Compact and Sustainable Development Goals (SDGs)

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 2020 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

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.

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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 that 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 cyberthreats and cyberattacks. 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.

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 cyberrisks and business interruption. |

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 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 code is provided on our intranet and at https://ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21

Thomson Reuters Trust Principles guide all actions of Thomson Reuters employees. The Trust Principles are disclosed on the TR website and at https://www.thomsonreuters.com/en/about-us/trust-principles.html. 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. |
| Total amount of monetary losses as a result of legal proceedings associated with professional integrity | SV-PS-510a.2 | Not currently disclosed |

Workforce diversity and 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 | Senior executives – male \| female: 66% \| 34%
All employees – male \| female: 54% \| 46%

Senior executives – white \| racial/ethnic diversity: 71% \| 17%
All employees – white \| racial/ethnic diversity: 68% \| 20%

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:

• Attract, retain, develop and flow diverse talent at all levels
• Foster an inclusive work culture for all employees
• Lead through inclusive product design and customer experiences
• Partner with our customers to drive this work in the markets in which we operate

In addition, we have announced three diverse talent representation goals to help address disparities in our leadership teams. These goals include:

• 40% or more women representation in senior leadership by 2020 (expanding target date to 2022, goal percentage to 45%, and leadership scope in Q1 2021)
• 20% or more racial and ethnic representation in senior leadership by 2022 (launched in Q3 2020)
• Double Black talent representation in senior leadership by 2022 (launched in Q3 2020)

At the close of 2020 across our senior leadership teams, we had 36% women representation, 14.5% racial and ethnic representation, and 32 Black talent. To drive continued progress, we are focusing on hard metrics and accountability to meet the current and forward-looking needs of our organization and customers. We also joined Refinitiv and Fortune for their 'Measure Up' initiative, encouraging corporate diversity disclosure and accountability. 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. |
| (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. Business Resource Groups 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 2020, our employees volunteered over 84,000 hours of service and committed more than $700,000 in matching gift donations. Employees also received over 480,000 total hours of training, averaging 19.6 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 | Thomson Reuters has 24,000 employees stationed throughout the world. 15,300 are in the Americas, 5,100 are in the Asia Pacific region, and 3,600 are in the European, Middle East, and Africa regions (EMEA). |
| Employee hours worked, percentage billable | SV-PS-000.B | Not currently disclosed |

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