

## SOCIAL IMPACT 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.

At heart, we are a content-driven technology company powering the world's most informed professionals, institutions, and society. This work is reinforced at the Thomson Reuters Social Impact Institute and with our people and partnerships, we create opportunities for innovation, community investment, and sustainable corporate citizenship. Through our customers, we lay the foundations upon which value is created, advancing the integrity and resilience of critical institutions and systems.

Together, we inform the way forward to a more understanding, trusting world for all.

As a responsible business we aspire to:

- Drive trust, innovation, performance and partnership and support our business strategy
- Attract and retain diverse talent
- Partner with key stakeholders to effectively respond to business growth and changing markets
- Collaborate with our people and our partners to support the communities in which we work

We report on our progress in these areas and more in our annual [Social Impact & ESG Report](#).

## TRUST PRINCIPLES AND CODE OF BUSINESS CONDUCT & ETHICS

Our company has pledged to uphold the Trust Principles and to preserve its integrity, independence and freedom from bias in the gathering and dissemination of information and news. We know our customers around the world depend on Thomson Reuters to provide them with reliable and objective news and information. This means that we have a special need to safeguard our independence and integrity and to avoid any form of bias.

Additionally, we ask all employees to adhere to the Code of Business Conduct & Ethics which reflects our ethical values and approach to doing business. Our Social Impact Policy commits us to our underlying responsibilities in these areas while emphasizing that our Trust Principles and core values underpin our long-term sustainability and continued business success.

## UNITED NATIONS GLOBAL COMPACT

As signatories to the United Nations Global Compact (UNGC) since 2016, we reaffirm our commitment to responsible business practices on human rights, labor, environment, and anti-corruption across our global operations. Furthermore, we continue to strengthen this important partnership by formally aligning Thomson Reuters with the UN Guiding Principles on Business and Human Rights.

## GOVERNANCE

ESG is playing an increasingly central role in global business. Standards are evolving quickly, and regulators and customers are paying close attention. We acknowledge our imperative to act on this. Within our business, ESG is a priority - discussed regularly by our board of directors. This rapidly evolving agenda is important to us because we are a company focused on making the foundations of societies stronger.

The Thomson Reuters Social Impact policy is owned by the Social Impact Institute, with oversight from the Corporate Governance Committee. All amendments and updates are overseen by this group of individuals.

### **ADDITIONAL POLICIES**

The following policies and guidelines support the work of the Social Impact Institute and Diversity and Inclusion functions:

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

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.

**This policy applies to all Thomson Reuters offices and regular employees across the globe and will be reviewed and revised as required.**