Social Impact 2024

Environmental, Social, and Governance Report

About this summary

This summary and **link to datasheet** contain statistics and updates from 1/1/2024-12/31/2024 on how Thomson Reuters is progressing on key Environmental, Social, and Governance (ESG) activities and advancing justice, truth, and transparency. To learn more, visit thomsonreuters.com or contact us at impactinstitute@tr.com. We look forward to hearing from you.

Thomson Reuters™

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Making a positive impact in the world

Steve Hasker

President and Chief Executive Officer, Thomson Reuters

At Thomson Reuters, our purpose is to inform the way forward to a more understanding, trusting world by helping our customers pursue justice, truth, and transparency. We do that while supporting our more than 26,000 global employees in their fulfillment and their ability to be contributing members of their communities. We recognize that our impact extends far beyond creating new products or increasing sales.

Our Social Impact and ESG Report for 2024 highlights our progress on key initiatives and celebrates meaningful accomplishments. The report brings to life examples of the powerful impact we're making globally.

We measure our social impact by the positive change our people create through their actions and decisions. To make good on that commitment to our customers, colleagues, and communities, Thomson Reuters helps uphold the rule of law, turn the wheels of commerce, and catch bad actors.

Thomson Reuters continuously identifies opportunities that align with our purpose, and we challenge ourselves to improve. Our impact, while quantifiable, is best experienced by the values we champion and the culture we nurture.

For example, for more than a decade, we have been deeply involved in efforts to combat human trafficking. In this fight, we leverage partnerships, awareness campaigns, and technology. In 2024, the Thomson Reuters Institute launched the Human Rights Crimes Resource Center to provide invaluable resources for risk and compliance professionals, helping to root out human trafficking in global supply chains. Related efforts include our continued support for the National Center for Missing & Exploited Children with our annual Everyday Heroes Award to recognize the Center's public service professionals and the critical work they do to solve some of the most pressing challenges facing their communities.

Making a positive impact in the world

We are a content-driven technology company, and we aspire to be at the forefront of innovation, driven by leading-edge technologies like artificial intelligence (AI). With the launch of version 2.0 of our generative AI legal tool, CoCounsel, we combined our data, expertise, and trusted content with cutting-edge technology. Partnering with leading large language model (LLM) providers, we have delivered even more for our customers, enabling them to accomplish what they need to evolve their businesses more quickly and more effectively than ever.

We're committed to AI innovations and education initiatives that support the pursuit of justice, truth and transparency. In 2024, Thomson Reuters launched the AI for Justice Legal Aid program, which offers a Legal Innovators Incubator that provides legal nonprofit organizations with free access to CoCounsel. Moreover, we prioritize balancing innovation and ethics, including data privacy and trusted customer experience. We also publicly pledged that our customers' confidential data will never become an output for a third party — and we urged our peers to do the same.
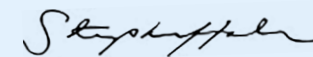
Additionally in 2024, the Thomson Reuters Institute teamed up with the National Center for State Courts (NCSC), a nonprofit organization focused on improving the administration of justice in the United States and around the world, to launch a strategic AI partnership known as the Thomson Reuters Institute/National Center for State Courts AI Policy Consortium for Law and Courts. This joint initiative is designed to inform and educate the judiciary about the opportunities and challenges of evolving AI and generative AI solutions thereby enabling judges and legal and court professionals to make informed decisions about adoption and use.

Just as AI is redefining the work of the professionals we serve, new AI tools are also transforming how our colleagues work. Through our annual AI in Action Challenge, employees from across Thomson Reuters submitted videos highlighting some of the creative ways they're using AI in their jobs. Winning examples included using Thomson Reuters Open Arena solution as an "everyday companion" that helps analyze data, refine formulas, and inform monthly reviews.

In our continued commitment to purpose and social impact, this report spotlights the growth of our employee pro bono initiatives and volunteer projects. Employees logged more than 51,000 volunteer hours in 2024, benefiting more than 2,300 charitable organizations.

Finally, as signatories to the United Nations Global Compact, we reaffirm our commitment to responsible business practices on human rights, labor, environment, and anti-corruption across our global operations.

I am energized by the work we do every day, and the positive impact we're purposefully making in the societies we live and work. I'd like to thank our colleagues, customers, and partners who make this possible. I hope you enjoy reading this report and it inspires you to continue to make a meaningful impact on society.

2024 at a glance

Best Workplaces in Technology 2024, Great Place to Work

We sourced **100%** renewable energy for all global operations[1]

$2.3M+ donated by the Social Impact Institute through grants and charitable giving

$29M globally facilitated by the Thomson Reuters Foundation's pro bono legal service TrustLaw in free legal assistance on over **750** projects for non-governmental organizations (NGOs) and social enterprises[2]

Employees logged over **51,000** volunteer hours benefiting **2,300+** charitable organizations

Over **4,800** employees made an impact in 36 countries through donations and volunteerism

For a full list of awards, please visit **Thomson Reuters Awards and Recognitions**.

1 Sourced largely through the use of Renewable Energy Credits.
2 Pro bono valuation estimated using fees and hours data collected by the Thomson Reuters Foundation from pro bono legal teams.

Our values

At Thomson Reuters, we are committed to solving big challenges for our customers and supporting skill-building for colleagues to thrive in an AI-enabled future. In 2025, we introduced new company values that are rooted in our purpose to inform the way forward and the Thomson Reuters Trust Principles. These values elevate us to a higher standard of customer excellence, product innovation, teamwork and success.

Obsess over our customers.

We put customers' goals, needs, and challenges ahead of our own. We constantly innovate to ensure our customers help their clients succeed. We prioritize investments that drive customer value.

Compete to win.

We are relentless about ensuring our solutions are superior to our competitors. We accomplish more by being tenacious, agile, and resourceful.

Challenge (y)our thinking.

The best ideas win at TR. We listen and challenge each other — offering alternative viewpoints with facts, candor, and clarity. We have the courage to disrupt the market and ourselves.

Act fast. Learn fast.

We iterate in days — not weeks or months. We are willing to risk fast failure, and we quickly learn from our mistakes. We are decisive and commit to decisions, turning them into action.

Stronger together.

We value our global team of talented people who are great at what they do, and even better working together. We have very high expectations for performance while also caring for each other. We face all challenges with humility, accountability, and ownership.

Trust Principles

Thomson Reuters is dedicated to upholding the Trust Principles and to preserving its independence, integrity, and freedom from bias in the gathering and dissemination of information and news.

Thomson Reuters itself is obliged and committed to apply the Trust Principles to its operations. The charter documents of Thomson Reuters Corporation include provisions to safeguard the Trust Principles as they apply to the Thomson Reuters business.

The Trust Principles are:

That Reuters shall at no time pass into the hands of any one interest, group, or faction

That the integrity, independence, and freedom from bias of Thomson Reuters shall at all times be fully preserved
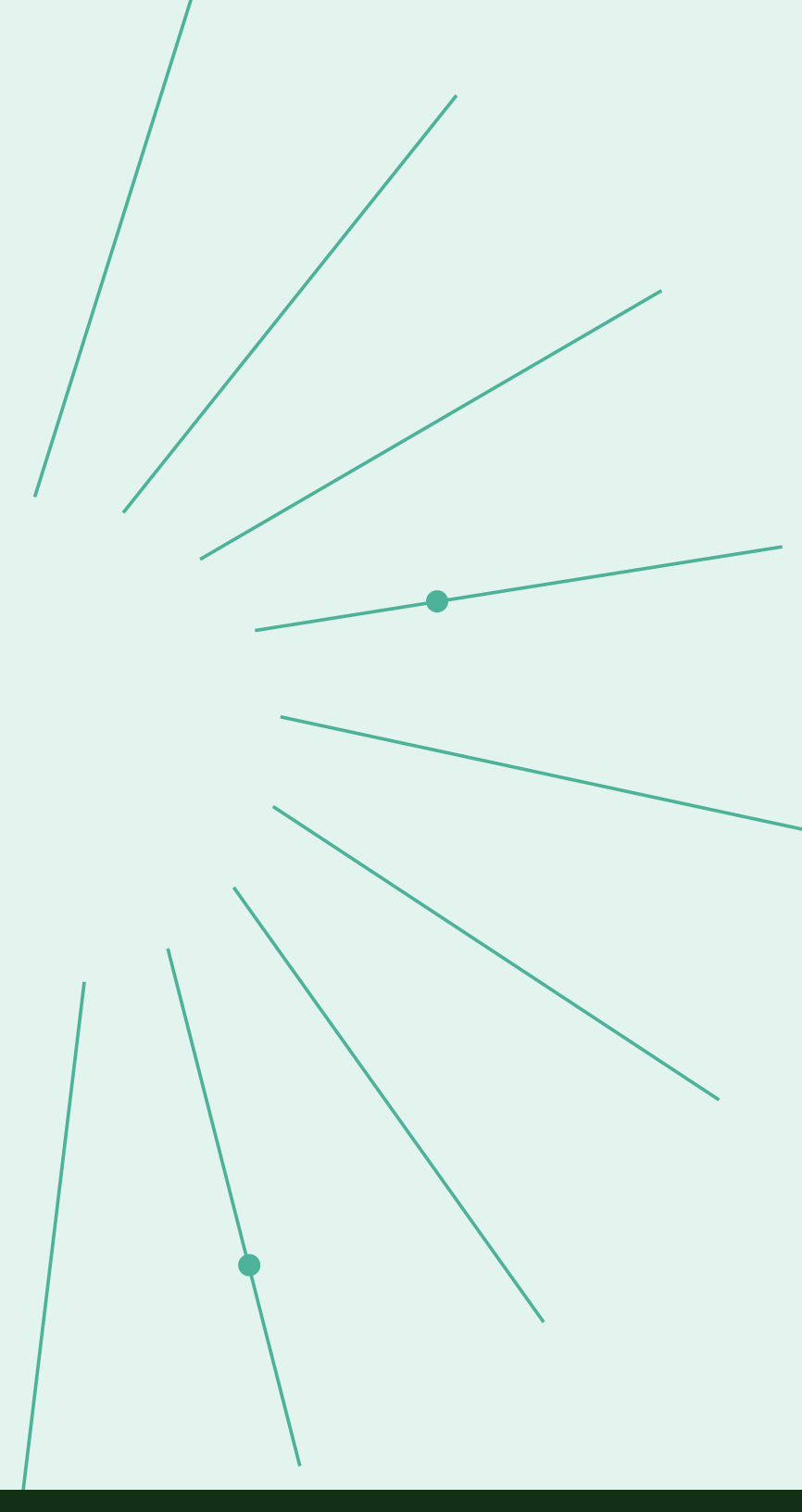
That Reuters shall supply unbiased and reliable news services to newspapers, news agencies, broadcasters, and other media subscribers and to businesses, governments, institutions, individuals, and others with whom Reuters has or may have contracts

That Thomson Reuters shall pay due regard to the many interests which it serves in addition to those of the media

That no effort shall be spared to expand, develop, and adapt the news and other services and products of Thomson Reuters so as to maintain its leading position in the international news and information business

Environmental, social, and governance

Our purpose to inform the way forward anchors our environmental, social, and governance (ESG) strategy

Our Board and its committees are responsible for overseeing Environmental, Social, and Governance (ESG) initiatives. The Corporate Governance Committee of the Board of Directors reviews our ESG strategy and progress, receiving quarterly updates from our management team. Management is tasked with informing the Board and its committees about ESG topics and evaluating related risks, such as sustainability and climate risks, human rights, human capital management, inclusion and belonging, and social impact. We are dedicated to our values and ethics through our governance practices, including our Code of Business Conduct and Ethics. We focus on long-term business management and view programs that enhance ESG to achieve sustained value creation, ensuring the ongoing health of our company now and into the future.

Our values

Our Trust Principles and Code of Business Conduct and Ethics reflect our ethical values as an organization and our approach to doing business. It explains who Thomson Reuters is and what we stand for, and it reinforces what our partners, colleagues, and customers have always known: trust matters.

Responsible innovation

In 2024, Thomson Reuters established the Product Compliance & Responsible AI Hub to create a holistic and unified framework to navigate compliance requirements and mature our AI governance program. The framework promotes responsible product innovation, ensuring that proofs of concept, product builds, and internal use cases are legally and ethically sound. It is anchored on a risk evaluation process that includes assessments by Thomson Reuters compliance and governance experts for mandated compliance actions. In 2024, over 330 use cases were assessed with mitigation plans in place.

The Product Compliance & Responsible AI Hub provides significant benefits to product management, technology, security, privacy, accessibility, and compliance functions. For use case owners, it reduces uncertainty in navigating compliance processes. For compliance functions, it increases visibility into internal capabilities development and product roadmaps, enabling early identification and management of potential risks.

In 2025, we are continuing to mature the framework in response to the evolving regulations and governance landscape, and are enhancing workflow efficiency, positioning the Product Compliance & Responsible AI Hub as the one-stop shop for supporting tech and non-tech AI governance and product compliance at Thomson Reuters.

Operationalizing trust

We have implemented a range of security policies, standards, technology, and practices, which are integrated in our overall enterprise risk management framework. We have a global team of certified security and privacy subject matter experts dedicated to the security of Thomson Reuters products and services. This extended team is committed to our Information Security Risk Management (ISRM) Program, which is endorsed by the Thomson Reuters Executive Team. Our program and practices are aligned to the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and are achieved through the application of policies, standards, and security controls at a level appropriate to the service provided and communicating appropriate security protocols to application owners and technology teams across the business to support secure product development and a secure operating environment. These processes help us focus on the confidentiality, integrity and availability of customer data that we store, process, or transmit.

We continue to enhance our offerings and participate in industry and government forums and groups demonstrating our proactive approach to understanding and mitigating the threats we encounter while providing robust applications and services to our customers.

Thomson Reuters has an internal policy governance process in place and the ISRM team manages a set of information security policies and standards which outline information security and risk management principles that apply to our people, processes, and technology practices. Additionally, we are focused on continuous improvement. We regularly review and adapt our policies and standards to address changes to our products and services, evolving threats, regulatory changes, and our customers' information security expectations.

Our Board of Directors is responsible for overseeing the company's system of identifying the principal risks facing Thomson Reuters and ensuring that appropriate procedures and systems are in place to monitor, mitigate, and manage those risks. The Board of Directors, through its committees, periodically receives reports from or meets with members of management to discuss material enterprise risks, including cybersecurity risk.

In 2024, we declared our investment to secure the Federal Risk and Authorization Management Program (FedRAMP) Authorization, which is a government-wide program that promotes the adoption of secure cloud services across the federal government by providing a standardized approach to security assessment, authorization, and continuous monitoring for cloud products and services. By harmonizing our operations with FedRAMP's detailed protocol for security evaluation, approval, and ongoing oversight, we're taking a proactive approach to address the complexities of the current digital environment. More recently, Westlaw Precision and Edge AI solution received ISO/IEC 42001:2023 certification, a globally recognized standard for AI management systems.

Our Trust Center continues to serve as the primary gateway where customers can learn about our security standards, approach to information security, data privacy, and more. In line with our commitment to transparency, we have made public our framework for governing how we access and utilize certain data, our detailed approaches to cyber threats, and standards for employee training. We hosted a special three-day event called SecureFest, which featured informational sessions, workshops, and simulations designed to help attendees learn how to spot cyber threats. In addition, Thomson Reuters employees, including contractors with access to our systems, are required to complete an annual, mandatory Thomson Reuters Information Security and Privacy course. The security awareness team also conducts regular enterprise-wide phishing simulation exercises for all employees and contractors. We design phishing campaigns to increase secure behaviors within the organization. We also deliver specialized training to specific groups of employees, as needed.

Trusted AI

The most significant AI investment we will make is ensuring our technology is built responsibly. This is not just an industry issue, but a societal imperative. Before we can trust computer-generated guidance, ethical or otherwise, people need to know how an AI system arrives at its conclusions and recommendations and feel confident that the results are explainable. Transparency and source of data are key.

Thomson Reuters has been leading the way on developing standards for responsible AI that will both guide future technology development and safeguard end-users. Our detailed **Data and AI Ethical Principles** outline the specific priorities governing our development of AI-enabled technologies and our Ethics Advisory Committee ensures that we identify and mitigate the ethical risks of AI products before we develop them in-house or purchase them from third-party vendors.

The Responsible AI and Data Trust team's core function is to engage the company to uplift capabilities in data and model stewardship, AI governance, ethical AI practices, and AI risk management. They accomplish this through policies and standards, derived templates, governance-related tasks, as well as guidance and training materials. Defining clear accountability structures helps embed the responsible use of data and AI models in existing processes and lifecycles. Training is made available for employees supporting Data Governance, Responsible AI, and Data and Model Ethics. The goal is for employees supporting design, development, and deployment of AI solutions to have access to educational resources to help ensure the use of data and AI by Thomson Reuters are informed and guided by the Data and AI Ethics Principles.

Our use of LLMs is governed by Thomson Reuters' principles, frameworks, policies, and standards. We maintain governance policies and standards designed to minimize use of sensitive data in AI models, with escalated reviews by a Model Ethics Committee within Thomson Reuters that evaluates the use of sensitive data within an LLM. Thomson Reuters has also built an internal LLM and AI solution for internal utilization and is actively driving employees to use the internal application for product development. Moreover, in 2024, we made a commitment to all current and potential customers that their confidential information would not become output for a third party, meaning that we won't allow a customer's data to be used to train a third party LLM. Since it's our collective duty to help ensure that this powerful technology — with its potential impact on nearly all facets of society, culture, and the economy — is developed and used responsibly, we further called on other companies to make this same commitment.

Alignment to international frameworks

This report highlights the efforts Thomson Reuters has made to secure a sustainable future for our business, our employees, and the communities where we operate. However, it's important to recognize that we are not on this journey alone. Since 2018, we have been signatories of the United Nations Global Compact (UNGC), joining a community of over 25,000 companies worldwide committed to its Ten Principles of corporate sustainability. These principles emphasize responsible business practices concerning human rights, labor, the environment, and anti-corruption in our global operations.

Advancing ESG and human rights initiatives: 2024 materiality and impact assessments

We continued work to update our ESG materiality assessment to comply with new global regulations. This assessment is helping us identify and prioritize the ESG issues that are most likely to impact our business and stakeholders in the short and long-term. Furthermore, we are examining how these material ESG topics affect our business and create or erode enterprise value as well as how material ESG risks and opportunities in our business could positively or negatively impact people, economies, and the environment. We also completed our first 3-year human rights impact assessment (HRIA) and roadmap in 2024. This assessment examined potential impacts to relevant stakeholder groups and helped us identify salient human rights risks which were then mapped against the expectations of the United Nations Guiding Principles on Business and Human Rights (UNGPs). Finally, in March 2023, we released our human rights policy, which informs our colleagues, customers, shareholders, and those in the communities where we operate and do business, of our commitment and approach to human rights.

Our ongoing commitment to respecting human rights throughout our operations guide our work and the recommendations from our comprehensive ESG double materiality assessment help us identify, assess, and proactively respond to salient and material risks across our enterprise.

Artificial intelligence

AI

Leveraging AI technologies is imperative for sustainable growth to empower businesses

Artificial intelligence plays a critical role at Thomson Reuters. It remains crucial for business transformation, providing advanced data analysis, process automation, and improved decision-making. In a competitive market, using AI is essential for sustainable growth, enabling businesses to handle complexities efficiently. We continued our commitment to this technology by offering enhanced AI education initiatives for customers and employees, hosting challenges and hackathons, and integrating generative AI into our flagship solutions. In addition, employees utilized AI tools to improve speed and accuracy for coding, drafting communications, and generating responses, saving time for customers and agents.

AI in action

It's one thing to be a world leader in developing breakthrough AI solutions that are transforming the way legal, tax and accounting, risk and compliance, and news and media professionals work every day. It is another to transform our own ways of working in the process. As AI has quickly evolved from novelty to a much valued-tool, and as professionals in the industries we serve have started finding new ways to unlock value from the technology, Thomson Reuters employees have helped pioneer some important new AI use cases.

Our philosophy is to support how colleagues learn and provide an environment where innovation is encouraged. Our first enterprise Learning Day of 2024 focused on AI in Action, providing practical guidance, tools, and crowd-sourced suggestions about integrating AI into day-to-day workflows. In the spirit of knowledge sharing, we established an internal prompt library enabling crowdsourcing of AI prompts for the purposes of sharing practices and learning across the company. Through our associated AI in Action Challenge, employees from across Thomson Reuters were asked to submit videos highlighting some of the creative ways they're using AI to change the way they work. Winning examples included using Thomson Reuters' Open Arena solution as an "everyday companion" that helps analyze data, refine formulas, and inform monthly reviews; a professional biography builder to help with conference profiles; and an on-the-job assistant to help with day-to-day queries.

To keep AI innovation moving forward, we also hosted our second annual Global AI Hackathon, which brought together nearly 1,000 Thomson Reuters colleagues to build innovative solutions for real-life challenges. A collective of 164 teams competed to develop unique AI approaches to solve a series of 31 challenges put forward by various internal Thomson Reuters departments.

Many of the challenge owners, who after the event become the sponsors for the winning solutions, are currently working on next steps, to integrate these innovative outputs into products and services. For example, the sponsors of the accessibility challenge, which won the Gold award and was the runner-up for the Best Technical Solution are working with members of the team to expand it beyond the original scope. Similarly, the sponsors of the editorial challenges have incorporated winning ideas into their official 2025 roadmap.

THOMSON REUTERS

Future of Professionals Report 2024 Highlights

AI-powered technology & the forces shaping professional work

Transformational impact of AI

77% Up from 67% in 2023

believe the rise of artificial intelligence and generative AI will have a **high or even transformational impact** on the professions in the coming five years

56%

of professionals' work is predicted to use new AI-powered technologies in five years' time

Optimism for productivity and generating value

🕐 **4 hours a week** saved within the next year, per professional

Top opportunities identified to generate value using AI:

- **Handle large volumes of data** more effectively
- **Improve response times**
- **Reduce inaccuracies** due to human error

78% Believe AI is a force for good in their profession

Responsible AI

Ethically acceptable ways to use AI

97% Basic admin tasks

85% Research and analysis

83% Basic drafting

Proportion of professionals agreeing

A more fulfilling career

Professionals predict:

- More **innovation**
- More time spent on engaging, judgment-based or **expertise-driven work**
- Greater opportunity for **continual skill-building**

Professionals predicting moderate or significant five-year improvement

85% believe **new/ additional roles** will be created

2,200 legal, tax, trade & accounting and risk, fraud & compliance professionals surveyed in April/May 2024.

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Taking the pulse on real-world AI

Disruption. Transformation. Revolution. These are just a few of the words that have become synonymous with virtually every headline about the effect of AI on business, but how do the professionals whose day-to-day lives are being influenced by AI really feel about the technology? Is AI something to be feared or embraced? Is it a threat or a force for good? And how is this truly affecting the typical workday of the average professional?

As part of our ongoing commitment to thoughtful and responsible AI development, we feel it is critical to continually take the pulse of the professionals who are this technology to see how they interact with it and what they think about its future potential. In 2024, we produced two important benchmarking studies, our **2024 Generative AI in Professionals Services Report,** and our **Future of Professional Report**, which serve as the ultimate guides to real-world AI.

The common theme in both reports: there is widespread agreement that AI will play a major role in the future of professional services. The reports found a sharp uptick in interest in AI and growing recognition that, even though many firms are still refining their approaches to AI, it will positively impact the workplace. Overall, 77% of professionals predicted AI will have a high or transformational impact on their work over the next five years, up ten percentage points from last year, and 79% said they expect AI to drive innovation at their companies. Perhaps most interesting of all, though, the research found that professionals expect AI to free up 12 hours per week within the next five years, giving them time to tackle more complex and rewarding work in the process.

Professional grade AI solutions

The most disruptive technologies typically do so quietly by gradually tweaking and improving the way we do things. The internet, the iPhone, the cloud: they all became ubiquitous by meeting people where they were and evolving along with them as familiarity, sophistication, and trust grew over time.

That was the philosophy behind our CoCounsel 2.0 launch. Instead of creating an overnight disruption that suddenly changed how our customers work, we focused on building powerful AI capabilities directly into our core solutions, so our customers would have the same interface and familiar workflow — just better. Our super-charged generative AI assistant, CoCounsel, is now built into core Thomson Reuters products, like Westlaw and Checkpoint Edge. It seamlessly integrated into Microsoft 365 applications such as Microsoft Teams, Outlook, Word and SharePoint, allowing our customers to draft, compare documents, and conduct research leveraging the power of AI and our proprietary Thomson Reuters content.

These new enhancements underscore two critical aspects of our unique approach to developing professional grade AI. First, they show that everything starts with our customers. We are looking at their biggest pain points and designing solutions to help them spend less time doing repetitive, labor-intensive tasks while improving the quality of their output. Second, we are building everything based on our strongest assets: our proprietary research databases and our human expertise. The result of that combination is a set of practical, real-world solutions that help our clients get the right answers faster and have confidence in the results.

In addition to helping our customers, employees utilized generative AI tools to simplify our internal processes and, reducing time spent on routine tasks, enabled their teams to focus on more valuable work. This included using a combination of commercially available AI technologies and internally developed AI capabilities. The teams have started to see early success in several functions across the enterprise, and some of the leading examples of early wins are Customer Service agents using a combination of AI tools to improve call handling time, sales reps using conversational AI capabilities to improve their effectiveness, and several teams across the company using internal and customer meeting summarization features.

Justice, truth, and transparency

In partnership with our customers and other global organizations

Thomson Reuters pursues access to justice, truth, and transparency by leveraging our people, products, and partnerships for positive well-informed social impact. 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 worldwide. We harnessed the innovation of AI for good, and our employees leaned into the power of pro bono assistance to help nonprofit organizations. In addition, we made significant advances in tackling important global issues, including human trafficking.

Fourth annual Thomson Reuters Social Impact Hackathon empowers nonprofits

At Thomson Reuters, we believe pro bono support has the power to not only enrich our own professional lives but truly transform communities. We hosted our fourth annual Thomson Reuters Social Impact Hackathon, marking another milestone in our commitment to harnessing our collective skills for social good. Over the course of a week, 155 employees dedicated more than 975 hours which is valued at over $209,660[1] in pro bono consulting. Our employees teamed up as pro bono consultants to support 39 nonprofit organizations from six countries across the world, achieving remarkable outcomes and hacking solutions for challenges in Communications, Data Analytics, Finance, Leadership Development, Marketing, Strategy, and more.

A key objective of the Thomson Reuters Social Impact Hackathon is that our nonprofit partners walk away with a deliverable that is both implementable and sustainable, supporting the goal of strengthening their infrastructure and increasing their ability to deliver on their missions. This year, we are proud to share that 93% of nonprofit participants anticipate that the deliverable will provide significant learning to their organization and staff, and that 90% of nonprofit participants anticipate that the deliverable will enhance their organizational capabilities. As exemplified by Kate Moss, CEO of Vranch House in the United Kingdom, "The impact this work will have on our charity is endless — it was so motivating, and it felt so supportive to have such professionals help in an area in which we are not experts."

Pro bono proves to be a win-win across the board — nonprofits gain insight from functional-area experts that they may not otherwise have the expertise, capacity, or budget to accomplish on their own, on the flip side, we hear over and over from our employees that it not only felt rewarding to give back, but 85% state they valued the opportunity to gain new insights, apply their professional skills in a new context, and even enhance their leadership skills such as adaptability and strategic thinking because of the project.

Echoing that sentiment, Sweta Patel, a talent development solutions lead at Thomson Reuters, participating in her second Thomson Reuters Social Impact Hackathon, shared "Just like last year, it was incredibly rewarding. To be able to take time out of my workweek to give back with my colleagues brings us together, fills our cups, and helps us do some social good. We all contribute in meaningful ways because we all have different experiences that can provide value to these organizations, and it's just so wonderful to have the chance to give back in that capacity."

We derive a great deal of pride in having a purpose-driven culture where the importance of doing work that has a positive impact on our communities is encouraged and rewarded. Stated best by three-time participant, Robin Taylor, former Executive Director of Lawyers Without Borders, "The Thomson Reuters Social Impact Hackathon is a testament to the power of collective action in driving meaningful change."

View the **2024 Thomson Reuters Social Impact Hackathon Impact Report** to take a closer look at our outcomes.

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1 Pro bono (non-legal) valuation is calculated by using the average hourly value for pro bono service ($220 per hour), as referenced by the **Taproot Foundation/CECP**

Empowering change: Launching the Social Impact Grant program

In a world where access to justice, truth, and transparency is more important than ever, Thomson Reuters proudly launched the Social Impact Grant program. This initiative underscores our commitment to supporting nonprofit organizations that drive meaningful change in these vital areas.

Through the Social Impact Grant program, Thomson Reuters is not just distributing funds; we're building strong, collaborative relationships with organizations that share our vision of a more just, truthful, and transparent world. This program allows us to extend our reach and amplify our impact, working together with those on the ground to effect real change.

In its inaugural year, Thomson Reuters awarded over $1M to 92 nonprofit organizations across nine countries. From organizations dedicated to combating human trafficking and providing vital support to survivors, to initiatives focused on enhancing media literacy among students, and efforts to end the book famine in Africa, this global reach ensures that our impact is meeting the needs of each community it serves with intention and amplifies the voices of those working tirelessly on the ground.

In addition to programmatic and project funding, what sets our grant program apart is its emphasis on general operating support, a funding approach that is as rare as it is crucial. Unlike restricted funding, general operating support provides nonprofits with the flexibility to allocate resources where they're needed most, whether it's investing in organizational infrastructure, supporting fundraising efforts, or addressing urgent and emerging issues. This approach demonstrates our trust in these organizations' expertise and allows them to adapt swiftly to changing circumstances, ultimately maximizing their impact.

Through the Social Impact Grant program, we reaffirm our dedication to our societal responsibilities and our belief in the power of informed action. Together with our partners, we are paving the way for a brighter, more equitable future.

Leading with purpose through volunteerism

Pro bono work has long been a cornerstone of the legal profession, reflecting the responsibility that comes with the privilege of practicing law. At Thomson Reuters, this commitment is deeply embedded in our company culture. More than 230 Legal Pro Bono Connection members provided 3,470 volunteer hours to over 100 nonprofit organizations, valued at $1.3 million[2] in legal pro bono services.

Each year, we proudly celebrate Global Pro Bono Month, during which our employees volunteer their legal skills in critical areas ranging from fair elections to immigration to bail reform. Employees participated in more than a dozen different legal research initiatives, pro bono sprints, incarcerated mothers law projects, and collaborations with leading law firms focused on expanding access to justice. The Legal Pro Bono Connection team also received the prestigious 2024 Institutional Cornerstone Award, presented by Lawyers Alliance for New York, for our extraordinary contributions through legal pro bono services. In presenting the award, Lawyers Alliance noted that close to 50 Thomson Reuters volunteers handled 71 different pro bono matters over the past 10 years.

Employees also used their professional skills to provide non-legal pro bono support. This work is vital as it offers crucial services and support to individuals and communities, especially in areas requiring expertise that may be financially inaccessible. 250 employees used their expertise to provide more than 5,000 volunteer hours to 159 nonprofit organizations, worth $1.1 million[1] in pro bono services.

Closing the gap: AI for justice

The justice gap highlights the urgent need for improved access to legal services, as many low-income Americans do not receive adequate legal assistance for most of their civil legal issues. To help narrow this gap, Thomson Reuters launched the **AI for Justice Legal Aid program,** which includes a Legal Innovators Incubator to provide legal nonprofit organizations with free access to CoCounsel, the cutting-edge AI legal assistant from Thomson Reuters.

The Legal Innovators Incubator pilot class consisted of nine nonprofit organizations offering legal services to low-income individuals in the United States. Participants were given free access for one year to CoCounsel to help complete complicated legal workstreams in a fraction of the time. Through CoCounsel, these organizations were able to significantly reduce time spent on tasks such as identifying inconsistencies in witness statements, fact-checking, and drafting legal documents.

The inaugural Legal Innovators Incubator pilot class included The Innocence Center, an organization that seeks to free the wrongfully convicted from prison. Mike Semanchik, Executive Director of The Innocence Center, stated how CoCounsel has helped the organization do deep dives into cases, "When we review cases, we must go page-by-page, and often you might miss something. CoCounsel is capturing it all and citing back to it."

Learn more about the Innocence Center and their experience with CoCounsel.

The power of generative AI has the potential to bring about a more efficient, effective, and equitable justice system for everyone, and Thomson Reuters is proud to be part of this effort.

Generation AI: Teaching kids the importance of ethical AI

Generation Z may have the distinction of being the first group of people to have never known a world without internet connectivity. But even for these so-called "digital natives," the introduction of generative AI has created its fair share of uncertainty and confusion in everything from classroom protocol to identifying deepfakes and misinformation.

As part of our role as a leader in developing professional-grade AI solutions in the establishment of ethical guardrails for the use of generative AI, Thomson Reuters hosted a program with Canada's Rideau Hall Foundation to educate young people on AI literacy. Developed as part of the Foundation's Ingenious+ program, the series was led by members of our technology and senior leadership teams and hosted around 250 students across the United States, Egypt, and Canada on the topic of how to use AI for good.

Expanding our efforts to end human trafficking

Wherever there is geopolitical unrest, economic upheaval, or natural disasters, human trafficking is sure to follow. That's why, according to the United Nations Office on Drugs and Crime's **Global Report on Trafficking in Persons**, human trafficking has risen dramatically in recent years, climbing 25% above pre-pandemic levels. Beyond our dedication to supporting the principles of justice, truth, and transparency, Thomson Reuters is also a leader in helping to raise public awareness on human trafficking and providing the tools, technology, and expertise used by law enforcement agencies around the world to spot risks and identify bad actors.

As part of our ongoing commitment to ending human trafficking, we participated in several initiatives over the past year focused on awareness and prevention. One of these was our recognition of the National Center for Missing & Exploited Children (NCMEC) with an Everyday Heroes Award for its tireless commitment to finding missing kids and stopping sexual exploitation. Thomson Reuters has been a partner with NCMEC for 15 years, and our Everyday Heroes program is an annual initiative launched by our Government team to recognize public service professionals and the critical work they do to solve some of the most pressing challenges facing their communities.

We also teamed up with the Attorney General Alliance to participate in their second annual Anti-Human Trafficking Summit in Minneapolis, Minnesota, leading a series of panels focused on ways in which public safety, law enforcement, and other government agencies can work together within their communities to help stop human trafficking. These panel discussions were part of a series of special events and public awareness campaigns we helped coordinate over the course of the year, including a panel discussion on World Day Against Trafficking in Persons, and the launch of the **Safe Settings campaign** aimed at providing parents, caregivers, and concerned adults with the necessary information to keep children safe online, and a series on safe gaming for children. To date, Safe Settings campaign ads have garnered 38 million impressions online.

Sustainable future

Commited to sourcing 100% renewable energy for all our global operations

We continue to reduce our environmental impact globally and work toward our climate change targets. Our commitment to sourcing 100% renewable energy for our global operations has helped reduce greenhouse gas (GHG) emissions. Our Global Print segment continued to align its eco-friendly printing processes with company sustainability goals to minimize its carbon footprint and support a healthy planet. Employees turned their passion for sustainable issues into action through employee-led Green Teams and a reforestation project in Mexico City, Mexico.

Update on climate change targets and disclosures

In 2020, Thomson Reuters joined the Science Based Targets initiative, committing to reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 50% by 2030 from 2018 baseline levels, as well as reducing absolute Scope 3 GHG emissions from fuel and energy-related activities, business travel, and employee commuting by 25% by 2025 from 2019 baseline levels. Additionally, Thomson Reuters aims to require 65% of suppliers by spend to have Science Based Targets by 2025. Since 2020, we have sourced renewable energy for 100% of our operations. We have achieved this largely through the sourcing of renewable power by matching our electricity usage with renewable energy credits acquired around the world.

Largely through investment in renewable power for our facilities, we've been able to drive more than a 91% reduction in Scope 1 & 2 GHG emissions from our 2018 baseline. Our business travel emissions have decreased by 30% compared to our 2019 baseline. We have also expanded our Scope 3 calculations to include emissions from hotel stays, taxis, and rideshare. We have also made progress on our engagement target with our supply chain, with 44% of suppliers by spend committed to Science Based Targets. In addition to the switch to renewable energy, Thomson Reuters remains carbon neutral through offsetting the remaining portion of its GHG footprint through carbon offsets.

Sustainability in our print business

For over 225 years, Thomson Reuters businesses have served as a powerhouse in publishing and manufacturing books, primarily for the professional legal and tax sectors, but also for government agencies, associations and the educational, faith-based, trade, and children's book markets.

Our Global Print segment works diligently to ensure our processes help mitigate our impact on the environment. These processes are in line with company sustainability goals, focusing on eco-friendly printing and minimizing our carbon footprint, ensuring that operations support a healthy planet. Thomson Reuters has invested in the latest digital printing technologies that minimize the consumption of raw materials, while simultaneously offering publishers economical solutions to manage tighter inventories which reduces obsolete inventory and waste. In addition to these initiatives, our Global Print segment also requires that the paper mills and merchants we purchase paper from hold Programme for the Endorsement of Forest Certification (PEFC), Sustainable Forestry Initiative (SFI), and Forest Stewardship Council (FSC) certifications. These certifications ensure the purchase of paper products only from suppliers that support responsible forest management.

The impact of our Global Print segment's efforts and dedication to environmental responsibility is clear. In 2024, Global Print recycled 9,530 tons of paper, 180 tons of corrugated materials, 98 tons of aluminum, 120 tons of steel, 11 tons of plastic, and 151 tons of wood. Through these landfill diversion initiatives, Global Print continues to focus on responsible and sustainable publishing practices and remains committed to a greener planet for all.

Reforestation efforts in Mexico City

Each year, Thomson Reuters recognizes employees who've demonstrated an extraordinary commitment to volunteerism with its annual Carla Jones Social Impact Award. Named in honor of the late Carla Jones, former Thomson Reuters employee, this recognition is a testament to the power of individuals to drive change.

The winner of the award, Abraham Fuentes, teamed up with the Global Volunteer Network in Mexico City and **Cultura Integral Forestal**, a non-profit dedicated to preserving Mexico's natural parks, to organize a series of reforestation events focused on planting trees to rejuvenate the local ecosystem.

Through this partnership, he helped organize and execute four major environmental activities aimed at making a tangible difference. The reforestation efforts indirectly benefited an entire community of more than 759,000 people, by improving air quality, reducing urban heat, and creating green spaces. In recognition of the team's efforts, Thomson Reuters made a $10,000 donation to Cultura Integral Forestal helping to aid their sustainability efforts in 2025 and beyond.

Promoting grassroots sustainability globally

Furthering our commitments to sustainability and our purpose-driven culture, our Green Teams, which were developed to bring Thomson Reuters staff together around a series of knowledge sharing events, volunteering activities, and local sustainability initiatives, recently expanded. We saw the official launch of our Toronto, Canada Green Team, which hosted an Earth Day conference, ran a session on sustainable investing, and created a digital community for conversations like green software and global-local employee experiences at the intersection of climate change, sustainability, and business.

Meanwhile, our Green Team chapter in Costa Rica was recognized by the government of Costa Rica as part of its Ecologic Blue Flag Program (Bandera Azul) which celebrates outstanding volunteer work in conversation, climate change action, and public health improvement. Our Green Team in Bangalore, India was also incredibly active, hosting a beach clean-up event, book exchange and donation drive, plant swap, workshops on solar energy, and other events throughout the year. Together, these efforts demonstrate the enormous power of small groups of individuals within a much larger community to affect change and spur action on sustainability.

Advancing our workforce

Continuing our strong foundation of talent policies, practices, and programs that have contributed to creating inclusion and belonging across our global workforce.

Our human capital practices and initiatives are designed to attract, develop, and retain talented employees across all our businesses around the globe, and ensure they feel valued, are provided with opportunities to grow, and are driven to succeed. We focus on a variety of human capital topics, such as compensation and benefits, culture and employee engagement, talent acquisition, learning and development, and inclusion and belonging. Oversight of human capital management has also been a key focus area for our Board of Directors.

Our culture

At Thomson Reuters, we take pride in cultivating an environment where our employees feel valued and supported, enabling them to thrive both personally and professionally. With over 26,000 teammates across more than 70 countries, we have built a distinctive culture that champions continuous learning, career development, and innovation, all driven by our shared purpose to inform the way forward. Inclusion and belonging are central to our values, fostering a workplace where all backgrounds and perspectives are embraced. This enhances decision-making and innovation, allowing us to serve our customers globally in the pursuit of justice, truth, and transparency amidst constant change.

Mentorship, collaboration, and community

Community is a critical ingredient when it comes to cultivating an environment of trust where people from all backgrounds feel they have the resources and support they need to grow. Our business resource groups (BRGs), which are open to all employees, play an important role in helping us foster that environment. These groups span more than 80 chapters worldwide and are supported by 140 volunteer co-leads. Our BRGs hosted a series of events focused on empowerment, connection, and developing a growth mindset. These included Aspire to Lead, an internal professional development conference, which brought together hundreds of employees. Our global #IAmRemarkable workshops offered colleagues a highly interactive experience focused on empowering individuals to speak openly about their accomplishments and break through modesty norms and cultural barriers. In addition, other events brought colleagues together to learn and explore a range of key topics such as AI skill building, career development, mentorship, personal branding, and more.

Continued importance on digital accessibility

Even the most breakthrough technologies in the world cannot live up to their fullest potential if they cannot be accessible to all users. To help bring attention to the importance of inclusive design, we celebrated **Global Accessibility Awareness Day** by amplifying the theme, "Advancing Accessibility: How to Build more Inclusive Experiences." This included a series of live and on demand technology demos, learning sessions, and a panel discussion focused on empowering, informing, and inspiring our colleagues to incorporate accessibility into everything we do.

Supporting, developing, and training employees

Thomson Reuters has established itself as a leader in harnessing AI to transform workflows across various professional services sectors, including legal, tax and accounting, risk and compliance, and news and media. In 2024, our talent strategy focused on adapting to the rapidly changing business landscape in an AI-enabled world.

Recognizing the need for agility and proactive skill development, we launched initiatives to support career growth and skill-building for the future. More than 14,000 Thomson Reuters employees participated in one or more of our enterprise Learning Days. In addition, more than 11,000 Thomson Reuters employees completed our AI Foundations course, and some 3,800 have developed advanced skills in prompting on our own internal AI platforms.

We also increased our commitment to career development with the launch of **Grow My Way**. This initiative supports career growth in our dynamic work environment by fostering skill development and enabling leaders to deploy talent to meet rapidly changing business needs. Grow My Way included three educational webinars, simplified processes for employees to participate in short-term projects (gigs), and a new AI-enabled Careers and Skills Explorer tool to help colleagues identify development areas and potential career moves. Grow My Way will continue to expand and explore new AI tools, including various AI-powered digital assistants, to enrich our colleagues' learning experiences. We continue to invest significantly in fostering a culture of continuous learning and innovation among our teams.

Investing in leadership development

At Thomson Reuters, we have developed several programs to give our business leaders and emerging leaders the tools they need to succeed in a fast-moving environment. We launched our Managing at TR onboarding program to support new managers and equip them with essential tools and skills. This includes educating on hybrid and remote work best practices, inclusive leadership practices, and building understanding across different cultures. More than 700 managers participated globally, with 93% finding it a valuable investment of their time.

We also partnered with Massachusetts Institute of Technology's Sloan School of Management to launch Elevate, a leadership development program through which a select group of 29 talented employees were immersed in an intensive nine-month experience focused on leading change, innovation, and data-driven decision making. Elevate is a testament to our belief in continuous learning as a driver of both individual progress and Thomson Reuters success. This program joins another leadership development initiative, the Connected Leaders Academy, administered by McKinsey & Company. Since its launch in 2021, the Connected Leaders Academy at Thomson Reuters has reached over 1,000 colleagues from 15 countries and 21 business areas.

Creating an environment for people to flourish

Our people remain our greatest asset, and we are steadfast in our commitment to fostering a supportive and empowering workplace environment. We offer employee benefit plans, tools, resources, and workplace practices that promote mental, physical, financial, and social wellbeing.

Central to this is a strong focus on mental health and wellbeing. Our Mindful Leadership Training is a key component of our Managing at TR program, ensuring that all new managers are equipped to lead effectively. Additionally, we offer global resources such as employee assistance programs, meditation apps, and mindfulness discussions, highlighted during our May and October Mental Health campaigns.

Thomson Reuters upholds its commitment to flexibility through our hybrid working policy and the Flex My Way initiative. These global flexible workplace policies enable employees to balance family and customer needs effectively. With offerings like Bereavement Leave, Caregiver Paid Time Off, Sabbatical Leave, Parental Leave, Work From Anywhere policy, and local paid and unpaid time off policies, we ensure our employees can take the time they need, when they need it. These efforts underline our unwavering dedication to cultivating a physically, mentally, financially, and socially healthy workplace for all. These initiatives help illustrate how Thomson Reuters approaches career development and employee growth as more than just a job — we are committed to the whole person and recognize that by developing a foundation of trust and connectivity, we can learn, inspire, and grow together far more effectively.

Community impact

Our employees logged more than 51,000 volunteer hours.

Thomson Reuters is committed to conducting business ethically and responsibly, prioritizing the wellbeing of customers, employees, communities, and the environment. To uphold these values, we promote employee volunteerism, make financial and in-kind donations, and match employee donations. Employees continued to use our programs to support various causes, partnering with community organizations and charities to create real social impact.

Our employees logged more than 51,000 volunteer hours, including over 9,000 hours in total pro bono support to nonprofit organizations around the world. Thomson Reuters offers a global Corporate Match program to match eligible employee donations as well as a Volunteer Rewards program in which an employee earns corporate funding for their volunteer time. Donations by our employees, together with our corporate matching and rewards donations, totaled approximately $2 million to over 1,900 nonprofits in 26 countries. In addition, employees from around the world participated in our third annual Global Volunteer Day showing the collective impact we can make in just one day.

A day of impact

We often talk about the global perspective Thomson Reuters brings to its work across the legal, tax and accounting, and news and media professions, but it's also important to recognize the enormous value we get from the local experiences of over 26,000 colleagues working in hundreds of cities and towns around the world. That close connection to our communities figured prominently in our third annual Global Volunteer Day, which brought together more than 2,500 employees participating in volunteer events in 16 countries.

This special day allowed our employees to contribute to causes they are passionate about, including education, food insecurity, human services, housing and homelessness, and environmental sustainability. In our Minneapolis-St. Paul office in the United States, team members packed backpacks with essentials for human trafficking survivors and prepared meals to help feed children worldwide. In Gdansk, Poland, employees crafted sensory cushions and rice-filled balls for senior citizens. Meanwhile, in Zug, Switzerland, our team assembled hygiene kits for underprivileged and at-risk youth and adults. In São Paulo, Brazil, 30 employees gathered and wrapped toys for children. Additionally, more than 60 employees in Hyderabad, India demonstrated their creativity and scientific expertise by creating do-it-yourself science projects for students.

By the end of the day, our teams helped more than 100 charitable organizations and committed more than 8,600 hours to a wide range of efforts.

Giving future generations the skills to compete on the world stage

As a world leader in the use of data, analytics, and AI to improve workflows and generate better answers faster, we recognize how important skills in mathematics, computer science, and effective communication can be when it comes to recruiting talent and driving new innovations. We also recognize that it's never too early to start honing those skills, and that we can play a role in helping future generations gain exposure to these kinds of opportunities at an early age.

Through a series of CoderDojo sessions in Brazil, we brought some of our top tech talent out into the community to help children and adolescents learn the basics of coding. The event was organized by Centro de Promoção para um Mundo Melhor (CEPROMM), which is dedicated to helping children in the underserved Jardim Itatinga neighborhood of Campinas. Volunteers shared their technical knowledge, helping participants to create their own games and implement new characters and scores for each item collected in the game. In the past two years, over 40 employees have volunteered more than 280 hours helping participants learn how to code and develop apps, programs, and games, all while exploring technology in a fun and creative way. This work helps to reinforce the importance of initiatives that democratize access to digital education.

Reaching out in our communities

Over the course of the year, Thomson Reuters employees, working individually in their communities and collaborating with colleagues to support charitable efforts around the world, have collectively helped thousands. In Canada, Thomson Reuters continued to deepen our partnership with the United Way of Greater Toronto since restarting our employee giving campaign in 2023. Through the generosity of Thomson Reuters employees, CA$131,000 was raised and surpassed an ambitious campaign goal. Over 150 employees participated in the campaign, a ten-fold increase from the prior year. The funds raised were enough to feed 131 families of four for a month.

A team of volunteers in India helped WaterAid India make clean water available in vulnerable communities throughout the country. Together, our employees contributed over 600 hours of efforts focused on water sanitation programs, school outreach efforts, and clean water project site visits. Through these activities, employees increased awareness of water conservation and sustainability practices among students, enhanced understanding of various subjects through interactive classes, and promoted environmental consciousness through creative activities and tree planting. Elsewhere, our Global Volunteer Network in Hyderabad, India led a campaign to get necessary supplies, such as notebooks, backpacks, and pencils into the hands of impoverished school children in the region. Together, the team of 174 Thomson Reuters employees packed and delivered school kits through the program.

Through volunteer programs like these, our employees continue to make an impact and build momentum for future efforts to help our neighbors.

Empowering futures, transforming lives: Thomson Reuters' decade of CSR impact in India

For over a decade, employees in India have formed strong relationships with local NGOs by sharing their skills and resources. Under India's Corporate Social Responsibility (CSR) mandate, eligible companies are required to spend at least 2% of their average net profits from the previous three financial years on CSR activities. To adhere to this policy, Thomson Reuters India implemented CSR programs focused on education and vocational training, livelihood enhancement, community wellbeing through public health interventions, and environmental sustainability.

In 2024, grants were donated to six NGOs throughout four states in India including scholarships for 108 students from 17 states, with a special focus on rural youth (59% of beneficiaries). This initiative aims to bridge the gap from education to employment by offering career readiness through training, mentorship, and networking opportunities. One participant shared, "I am deeply grateful for the scholarship support you have provided me which has alleviated my financial burdens and allowed me to focus on excelling in studies. Your generosity has been instrumental in shaping my future and inspiring me to strive for excellence." Additionally, 1,000 students who are first-generation learners across colleges in Bangalore and Mumbai participated in communicative English, soft skills, and interview training.

These grants also provided awareness and training programs, language study materials, and special education resource kits for more than 4,000 individuals. Over 1,000 children with hearing impairments benefitted from education intervention, STEM sessions, parent training, and speech therapy sessions.

Rounding out these programs was a commitment to local sustainability. A multi-pronged approach addressed critical areas, resulting in a healthier ecosystem, increased water security for local communities, and heightened environmental awareness among stakeholders. These examples illustrate the diverse landscape of CSR initiatives in India. Through these grants, a total of 9,400 beneficiaries received much needed assistance to enrich their lives.

Enabling employees to drive change through the Employee Impact Grant program

At Thomson Reuters, we believe that our employees are the driving force behind our commitment to creating a more just and transparent world. That's why we introduced the Employee Impact Grant program, a global initiative that empowers our employees to request corporate funding for the organizations they care about. This program is a key component of our broader Social Impact Institute, which aims to further our pursuit of access to justice, truth, and transparency, while strengthening the communities in which we live and work.

Employees have appreciated this additional opportunity to support causes they care about. Scott Midgley, a Strategic Client Director, shared "We felt privileged to contribute to the important work of the Literacy for Life Foundation (LFLF), a remarkable Indigenous-run charity dedicated to training local individuals to deliver literacy classes within their communities. The grant provided through the program further helped LFLF's mission to transform lives and end adult low literacy in Indigenous communities."

By supporting our employees' passions and values, we're not only making a difference in our communities but also fostering a culture of social responsibility and civic engagement. The Employee Impact Grant program is a powerful tool for driving positive change. In its inaugural year, the program awarded over $90,000 to 58 nonprofit organizations in 10 countries globally. Whether it's supporting STEM initiatives, promoting human rights, or championing literacy programs, we're committed to empowering our employees to be forces for good in the world.

Making a difference with in-kind support

We continued our strong relationship with Books for Africa, a nonprofit organization dedicated to collecting, sorting, shipping, and distributing books to children and adults in Africa. Annually, we donate 10 law book libraries at a value of nearly $1.1 million. We are proud to support the development of legal knowledge and expertise in Africa, contributing to the growth of just and equitable societies.

In-kind support was also provided to Miles of Freedom, an organization committed to empowering individuals, families, and communities impacted by incarceration. We printed 100 updated curriculum books for their job readiness workshops which provide essential training and tools for securing employment. In 2024, the organization delivered 107 workshops, equipping 170 individuals with the skills, confidence, and resources needed to reenter the workforce successfully. By supporting Miles of Freedom's efforts to reintegrate formerly incarcerated individuals into the workforce, we contribute to breaking cycles of recidivism and promoting economic stability.

In-kind donations are a powerful way to support organizations in need while striving to create a more just, transparent, and sustainable global community.

Celebrating our employees' achievements

The Thomson Reuters Awards are given annually to recognize the extraordinary achievements of selected colleagues who go above and beyond for customers, business, and one another. Winners were recognized for their customer-centric approaches, innovative thinking and strategic leadership. On behalf of each winner, Thomson Reuters makes a $10,000 donation to a nonprofit of their choice. Since its inception in 2020, $310,000 has been donated to 33 charities across 41 winners.

Among the winners were employees from Product, who adopted AI to enhance legal research. In addition, the team award members utilized leadership and teamwork for the Eagan Minnesota Data Center Exit project, a highly complex and multi-year endeavor to migrate key products to the cloud. Each winner demonstrated a commitment to innovation, collaboration, and customer focus, driving significant advancements and success for Thomson Reuters.

Thomson Reuters Institute

🌐 **Serves as a hub for knowledge, collaboration, and thought leadership.**

The **Thomson Reuters Institute** engages professionals from the legal, corporate, tax, accounting and audit, and government communities to host conversation and debate, analyze trends, and provide the insights and guidance needed to help shape the way forward in an evolving and increasingly complex environment.

Human Rights Crimes Resource Center: A comprehensive toolset for combating modern slavery and exploitation

In 2024, the Thomson Reuters Institute launched its **Human Rights Crimes Resource Center**, which offers invaluable resources for risk and compliance professionals in both corporate and governmental sectors. As the global landscape becomes increasingly complex, understanding and addressing human rights crimes is crucial for organizations that are committed to ethical practices. The revamped Resource Center provides detailed insights and tools to tackle some of the most pressing issues today, including forced labor/supply chains, sex trafficking, child exploitation, and anti-human trafficking toolkits.

Supply chains, often sprawling and intricate, can sometimes mask the tragic reality of forced labor. This section of the Resource Center is designed to equip professionals with the knowledge they will need to ensure their organizations' supply chains are transparent and ethical, thereby safeguarding those organizations from potential legal and reputational damages. The sex trafficking section of the Resource Center offers comprehensive guidelines and case studies

to help professionals recognize signs of trafficking and implement effective interventions. In addition, the child exploitation section provides a deep dive into the various forms of exploitation that many children face globally. It offers tools and best practices for compliance professionals to ensure that their organizations are not inadvertently contributing to these acts.

To aid in the fight against human trafficking, the center refreshed robust toolkits, which were originally created by the City of Houston. These toolkits provide practical tools and tactics along with collaborative approaches that organizations can adopt to better spur effective private-public partnerships. These toolkits are designed to empower professionals with the necessary resources to implement effective anti-trafficking measures. To date, the Resource Center offers nine toolkits, such as a hotel ordinance toolkit and labor trafficking and supply chains toolkits, just to name a few.

Research identifies essential strategies to tackle forced labor in supply chains

The International Labor Organization (ILO) estimates that **50 million** people are living in slavery, generating $236 billion in illicit profits annually. Each of these individuals deserves dignity, freedom, and the opportunity to live a life free from exploitation. Forced labor undermines legitimate trade and competition, driven by economic incentives for bad actors. In 2024, a field study led by Thomson Reuters, in collaboration with Syracuse University's Dynamic Sustainability Lab, emphasized the importance of a collective effort among governments, companies, consumers, and workers to combat forced labor in global supply chains. The academic study highlighted best practices from Southeast Asia to address forced labor, instill good governance in the corporate sector, and the advantages of taking a multi-stakeholder approach to collectively protect vulnerable people.

Forced labor, as defined by the ILO, involves coercion through abuse, deception, and threats, often accompanied by violence and abusive conditions. A range of goods, including agricultural, manufacturing, and mined products, are produced using forced labor and laws in mature markets aim to reduce forced labor. For instance, Canada's modern slavery law requires annual reports on efforts to prevent forced labor, while the United Kingdom's Modern Slavery Act mandates large businesses to publish statements on their anti-slavery efforts. The European Union is developing legislation to address forced labor in its borders, with due diligence requirements effective in 2028. The United States Uyghur Forced Labor Prevention Act has led to the seizure of goods worth $2.096 billion due to violations.

Corporate policies, such as codes of conduct and audits, are crucial for good governance, as audits may reveal indicators of forced labor. Human rights impact assessments can help companies identify and prioritize areas for improvement. United States investors can influence companies to minimize forced labor risks, while consumers can make informed purchasing decisions. Ultimately, eradicating forced labor requires collective action to prioritize ethical practices and transparency in global supply chains.

Building AI education resources for the judiciary with the National Center for State Courts

AI adoption in the United States judiciary has helped to reduce case backlogs, improve court operations, increase access to justice for underserved communities, and facilitated the creation of a more efficient, effective, and equitable system for all involved. The rapid growth in the use of AI and generative AI in the legal system has the potential to dramatically accelerate that positive change, but it also entrusts courts with the responsibility to make informed decisions about responsible AI and generative AI adoption and use.

To assist the judiciary with remaining at the forefront of innovation and position United States courts as leaders on responsible AI and generative AI adoption, the Thomson Reuters Institute formed a strategic AI partnership with the National Center for State Courts (NCSC). The Thomson Reuters Institute/National Center for State Courts AI Policy Consortium for Law and Courts is designed to inform and educate the judiciary about the opportunities and challenges of evolving AI and generative AI solutions and thereby position the AI Policy Consortium as a leading resource for how AI can be used responsibly and effectively throughout the practice of law and the judicial system.

The AI Policy Consortium, compromised of judges, legal scholars, and technologists, is addressing four key areas: AI governance and ethics, workforce readiness, rules and practices, and AI's impact on access to justice. Working together with the NCSC, the educational program offers courses, taught by experts, for judges and other court officials to learn about AI and generative AI, its impact on the judicial and legal workforce, the ethical issues raised by using AI, how its use can enhance court efficiency, and more.

Thomson Reuters Foundation

As an independent charity registered in the United Kingdom and the United States, the **Thomson Reuters Foundation** works to inform, connect, and **empower professionals** and civil society to strengthen free, fair, and informed societies.

It delivers its work through capacity-building programs, legal support, research, data-driven products, and events, including its flagship annual forum, **Trust Conference**. The Foundation's digital news platform, Context, provides news and critical analysis that help purpose-driven professionals understand the impact of major events on people, society, and the environment. In 2024, Thomson Reuters donated over $6 million to support its work.

Strengthening access to the law through legal services and programs

With almost two thirds of the world's population having unmet justice needs, the Foundation works to empower the legal community to use its expertise in the public interest, and to increase access to the law for civil society organizations, social enterprises, and independent media.

The Foundation runs the world's largest pro bono service, **TrustLaw**, which facilitates access to free legal assistance and resources for NGOs and social enterprises on the frontlines of social or environmental change. We saw the development of critical legal research on a wide range of pressing issues, which included work that played a crucial role in delivering **policy change to outlaw child marriage in Colombia**.

In 2024, TrustLaw facilitated $29M in expert legal advice for NGOs and social enterprises worldwide. As a result, over 421 organizations received support to build capacity and achieve impact.

Leveraging data intelligence to drive responsible business practices

Corporations can contribute to social progress when they balance shareholders' needs with the impact on stakeholders' communities. Additionally, a combination of new regulations and investor scrutiny is adding pressure on businesses to increase corporate transparency. The Foundation leverages its networks and data intelligence to encourage responsible business practices that support more equitable economies.

In 2024, the Foundation acquired the **Workforce Disclosure Initiative** (WDI), which collates data that is voluntarily disclosed by companies on workforce issues across their operations and supply chains. This information is then shared with investor signatories to inform their analysis, stewardship, and decision making, with the aim of advancing responsible business practices that allow companies to thrive while doing no harm.

Last year, 144 companies responded to the WDI survey, employing around eight million workers. Businesses that disclose via WDI voluntarily share nearly three times more data than those that do not. This data was shared with the WDI's investor signatories made up of around 50 institutions who collectively manage nine trillion in assets.

Advancing responsible AI adoption

Drawing on the Foundation's experience in running WDI, it aims to bridge a gap in the data available on corporate AI adoption. In partnership with the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Foundation is working to support corporate leaders in mapping their AI adoption across their workflows, operations and services, with the goal of doing no harm.

Building on UNESCO's Recommendation on the Ethics of AI and comprising a voluntary survey with added insights and services, the program prepares companies to get ahead of the curve, positioning themselves as best in class for ethical adoption as legislation and audits come into force. The survey will open for responses in summer 2025 and will support companies to map their AI use, taking in issues such as legal accountability, data privacy and bias, environmental impact, and the impact on workers.

This initiative will operate in tandem with WDI and will be made exclusively available to members of WDI's investor coalition, to help them to steward their investments based on the responsible use of AI. The partnership was announced at Trust Conference, where Gabriela Ramos, UNESCO's Assistant Director-General for the Social and Human Sciences, and Mariagrazia Squicciarini, CEO of the Social and Human Sciences Sector at UNESCO spoke on the future of global governance of AI, and charting a path for responsible AI adoption.

For more information on the Thomson Reuters Foundation, visit **trust.org**

Extended Datasheet

People data	2024	2023	2022	2021
Head count				
Total Employees	26,400	25,600	25,200	24,400
Americas	14,100	14,500	15,100	14,700
Europe, Middle East, and Africa	4,000	3,300	3,300	3,600
Asia Pacific	8,300	7,800	6,800	6,100
Training				
Total training hours	535,000	522,000	445,000	451,000
Average training hours per employee	20.2	19.8	17.6	18.7
Remuneration				
Total staff costs (US$ millions)	2,623	2,494	2,636	2,698
Financial data	**2024**	**2023**	**2022**	**2021**
Revenue (US$ millions)	7258	6,794	6,627	6,348
Operating expenses (US$ millions)	4471	4,134	4,280	4,370
Depreciation (US$ millions)	113	116	140	177
Amortization of computer software (US$ millions)	618	512	485	474
Amortization of other identifiable assets (US$ millions)	91	97	99	119
Other operating losses, gains, net (US$ millions)	144	397	211	34
Operating profit (US$ millions)	2109	2,332	1,834	1,242
Earnings from continuing operations (US$ millions)	2192	2,646	1,391	5,687
Net earnings (US$ millions)	2207	2695	1338	5689
Basic earnings per share (US$)	4.89	5.81	2.76	11.53
Social impact data	**2024**	**2023**	**2022**	**2021**
Corporate Match (US$)	695,000	706,000	737,000	710,000
Volunteering hours	51,000	61,000	68,000	67,000
Volunteer Rewards (US$)	485,000	Started in 2024	Started in 2024	Started in 2024
Social Impact Institute Grants (US$)	1,130,000	Started in 2024	Started in 2024	Started in 2024

Environment data	2024	2023	2022	2021
Total carbon dioxide (CO2) emissions (location - tonnes)*	61,000	64,000	64,000	59,000
Total CO2 emissions (market - tonnes)**	24,000	14,800	14,000	8,800
Scope 1***	5,700	4,000	4,200	3,900
Scope 2 (electric - location)*	37,000	49,000	49,000	50,000
Scope 2 (electric - market)**	0	0	0	0
Scope 2 (leased heat + other purchased energy)	2,300	2,400	2,500	2,800
Scope 3 (category 6 - business travel)****	16,000	8,400	7,700	2,100
Electricity used (kWh)	86,780,000	105,976,000	107,784,000	113,461,000
Renewable electricity used (kWh)*****	86,780,000	105,976,000	107,784,000	113,461,000
Emissions per US$ million (tonnes)	8.46	9.37	9.61	9.32
% of suppliers by spend that have committed to Science Based Targets	44	41	33	27

* 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).
*** Emissions from Refrigerants have been added to Scope 1 in 2024
**** Emissions from Taxi and Rideshares, and Hotel Stays have been added to Scope 3 in 2024
***** Renewable energy credits not yet retired.

Policies		
Environment, Health & Safety Policy	**Digital Accessibility Policy**	**Modern Slavery Statement**
Data Security	**Human Rights Policy**	**Supply Chain Ethical Code**
Trust Principles	**Code of Business Conduct and Ethics**	**Data Privacy Statement**

Additional information

In-depth analysis on Thomson Reuters environmental data can be found in our annual CDP disclosure at www.cdp.net

Thomson Reuters Environmental Verification Statement

Data Security		
Accounting metric	**Code**	**Disclosure**
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We implement a wide range of security policies, standards, technology, and practices, which are integrated in our overall enterprise risk management framework. Under the leadership of our Chief Operations & Technology Officer, teams across the organization play a critical role in identifying, assessing, responding, monitoring, and reporting risks under the guidelines of the enterprise risk management framework. Our Information Security Risk Management (ISRM) team who is responsible for operating and enhancing our security capabilities, based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and Capability Maturity Model (CMMI), to help prevent, detect, and respond to cybersecurity threats. Our Chief Operations & Technology Officer is in charge of the management of cybersecurity risks as an important component of our overall enterprise risk management framework. Our Board of Directors is responsible for confirming that a system is in place to identify the principal risks facing Thomson Reuters and that appropriate procedures and systems are in place to monitor, mitigate and manage those risks. The Board of Directors, through its committees, periodically receives reports from or meets with members of management to discuss material enterprise risks, including cybersecurity risks.
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 customers and their users and is committed to protecting their customer personal information. In the ordinary course of business, we may collect, store, use, and transmit certain types of personal information from our customers, who are subject to an increasing number of different data protection laws and regulations, which vary by jurisdiction (and may include, without limitation, the EU General Data Protection Regulation (GDPR) and various U.S. state and federal laws and regulations). These data protection laws and regulations are continuously evolving. We have implemented our Thomson Reuters Privacy Statement, which generally explains how we collect, handle, store, and protect personal information in the context of our services. However, where we process customer personal information on behalf of our customers as a processor to them, our policy is to enter into agreements with these customers which may further restrict how we may collect, handle, store, and protect that customer personal information in accordance with our agreement.
(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 thirdparty 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.

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) 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 policy is provided **here**. Thomson Reuters is committed to developing strong business relationships with high quality suppliers that have committed to operate under ethical standards equivalent to our own, such that their business practices are consistent with the needs and expectations of Thomson Reuters customers, investors, and the global community we serve. 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. Thomson Reuters Trust Principles are fundamental to our entire business. The Trust Principles are published **here**. The 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

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 26,400 employees stationed throughout the world. 14,100 come from the Americas, 8,300 come from the Asian Pacific region, and 4,000 come from the European, Middle East, and African regions (EMEA).
Employee hours worked, percentage billable	SV-PS-000.B	Not currently disclosed

GRI Content Index

Statement of use
Thomson Reuters has reported the information cited in this GRI content index for the period January 1st, 2024 to Decmber 31st, 2024 with reference to the GRI Standards.

GRI 1 used
GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-2 Organizational details	**Thomson Reuters Annual Report 2024 - Page 2, 15, 149**
	2-2 Entities included in the organization's sustainability reporting	**Thomson Reuters Annual Report 2024 - Page 2-6, 28, 81** **Thomson Reuters Social Impact and ESG Report 2024**
	2-3 Reporting period, frequency and contact point	**Thomson Reuters Annual Report 2024 - Page 1, 4** **Thomson Reuters Social Impact and ESG Report 2024 - Page 1**
	2-4 Restatements of information	**Thomson Reuters Annual Report 2024 - Page 157**
	2-5 External assurance	**Thomson Reuters Annual Report 2024 - Page 82**
	2-6 Activities, value chain and other business relationships	**Thomson Reuters Annual Report 2024 - Page 2-11**
	2-7 Employees	**Thomson Reuters Annual Report 2024 - Page 12**
	2-9 Governance structure and composition	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 15-18, 31-37**
	2-10 Nomination and selection of the highest governance body	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 43-45**
	2-11 Chair of the highest governance body	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 35-37, 39**
	2-12 Role of the highest governance body in overseeing the management of impacts	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 31-39, 43-47**
	2-13 Delegation of responsibility for managing impacts	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 37**
	2-14 Role of the highest governance body in sustainability reporting	**Thomson Reuters Social Impact and ESG Report 2024 - Page 8**
	2-15 Conflicts of interest	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 47**
	2-16 Communication of critical concerns	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 36, 37**
	2-17 Collective knowledge of the highest governance body	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 15-16**
	2-18 Evaluation of the performance of the highest governance body	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 46**
	2-19 Remuneration policies	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 57**
	2-20 Process to determine remuneration	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 62-63**
	2-22 Statement on sustainable development strategy	**Thomson Reuters Social Impact and ESG Report 2024 - Page 3,4,8**

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	**Thomson Reuters Social Impact and ESG Report 2024 - Page 43**
	2-24 Embedding policy commitments	**Code of Business Conduct and Ethics - Page 4-9**
	2-26 Mechanisms for seeking advice and raising concerns	**Code of Business Conduct and Ethics - Page 8,9,40**
	2-29 Approach to stakeholder engagement	**Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 52**
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	**Thomson Reuters Annual Report 2024 - Page 84-88**
	201-3 Defined benefit plan obligations and other retirement plans	**Thomson Reuters Annual Report 2024 - Page 129-134**
	203-2 Significant indirect economic impacts	**Thomson Reuters Social Impact and ESG Report 2024 - Page 18, 30-34**
GRI 207: Tax 2019	207-1 Approach to tax	**Thomson Reuters Annual Report 2024 - Page 25** **Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 40-43**
	207-2 Tax governance, control, and risk management	**Thomson Reuters Annual Report 2024 - Page 25** **Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 40-43**
GRI 302: Energy 2016	302-1 Energy consumption within the organization	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
	305-2 Energy indirect (Scope 2) GHG emissions	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
	305-3 Other indirect (Scope 3) GHG emissions	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
	305-4 GHG emissions intensity	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
	305-5 Reduction of GHG emissions	**Thomson Reuters Social Impact and ESG Report 2024 - Page 42**
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	**Code of Business Conduct and Ethics - Page 14, 15** **Environmental Health and Safety Policy**
	403-3 Occupational health services	**Environmental Health and Safety Policy**
	403-4 Worker participation, consultation, and communication on occupational health and safety	**Environmental Health and Safety Policy**
	403-5 Worker training on occupational health and safety	**Environmental Health and Safety Policy**

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	**Thomosn Reuters Social Impact Report 2024 - Page 42**
	404-2 Programs for upgrading employee skills and transition assistance programs	**Thomson Reuters Annual Report 2024 - Page 12**
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	**Code of Business Conduct and Ethics - Page 48**
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	**Code of Business Conduct and Ethics - Page 48**
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	**Code of Business Conduct and Ethics - Page 48**