

# Social Impact 2025

Environmental, Social, and Governance Report

## About this summary

This summary and [link to datasheet](#) contain statistics and updates from January 1, 2025 to December 31, 2025 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](https://www.thomsonreuters.com) or contact us at [impactinstitute@tr.com](mailto:impactinstitute@tr.com). We look forward to hearing from you.





# Contents

CEO message	3
2025 at a glance	5
Our values	6
Trust principles	7
Environmental, social, and governance update	8
Empowering through technology	16
Championing justice and human rights	19
Building sustainable communities	25
Advancing our workforce	28
Extending our reach	32
Thomson Reuters Foundation	40
Extended Datasheet	43
GRI Content Index	47
Task Force on Climate-Related Financial Disclosure Summary	50

# Informing the way forward: Making a difference in the world

At Thomson Reuters, our purpose is to inform the way forward towards a more understanding and trusting world. That purpose is the lens through which we make business decisions and build partnerships, equipping professionals and institutions with fiduciary-grade AI technology to strengthen the foundational systems of society. With more than 27,000 colleagues operating across the globe, we have both the scale and responsibility to make a meaningful difference.

As signatories to the United Nations Global Compact (UNGC), we reaffirmed our commitment to responsible business practices on human rights, labor, environment, and anti-corruption across our global operations. Through our commitment to this framework, we are reminded that our impact, while quantifiable, is best expressed through the values we champion and the culture we nurture every day.

In 2025, we continued our commitment to fighting human trafficking, advancing trust in the age of rapidly evolving AI, building sustainable communities, and empowering our colleagues to be forces for good in the world. Together with the professionals and institutions we serve, we help uphold the rule of law, turn the wheels of commerce, catch bad actors,

and provide trusted, unbiased information to people all over the world. For example, our unique insights into the issue of Missing and Murdered Indigenous Women and Girls (MMIWG) in Canada, for the first time, overlaid sex trafficking data with MMIWG data to help link the connection of human trafficking to the disappearances and murder of women and girls. The report helped to inform law enforcement and community leaders for prevention and detection efforts, and supported justice for survivors. We also co-funded landmark research that identified a correlation between financially motivated sextortion of children and forced scamming operations. These findings are helping law enforcement, governments, and technology companies take steps to protect the most vulnerable people in our global community.



A white, handwritten signature of Steve Hasker on a red background.

**Steve Hasker**

President and Chief Executive  
Officer, Thomson Reuters

# Informing the way forward: Making a difference in the world

We marked 20 years of working with Lawyers Without Borders. Through our collaboration we provide legal training, tools, and resources to professionals and communities across more than ten countries. We also strengthened Thomson Reuters Institute's strategic partnership with the National Center for State Courts (NCSC) through an ongoing program of education designed to help the judiciary navigate AI with clarity and confidence. Additionally, we expanded our AI for Justice program helping legal nonprofits safely harness the potential of AI to help advance access to justice in underserved communities.

Thomson Reuters powers business-critical professions with AI they trust in the moments that matter. We unite unparalleled expertise, authoritative content, and seamless workflows to help our customers move with speed, act with clarity, and lead with confidence. As artificial intelligence rapidly transforms the professions we serve, at Thomson Reuters, we are guided by our Data and AI Ethics Principles to lead AI innovation responsibly, transparently, and with integrity. Across the organization, colleagues participated in our Global AI Hackathon, Learning Days, and Ideathon to support the development of new initiatives. Our Content Operations team developed an AI solution

that saved more than 16,700 hours in document validation, demonstrating what is possible when purpose-driven people are given the space and support to innovate.

All of this would not have been possible without the support of our colleagues around the world. Through our fifth annual Social Impact *Sprint*, 170 colleagues contributed 1,556 hours of skilled pro bono support, valued at more than \$342,320 to nonprofit organizations. Our colleagues also logged approximately 63,000 volunteer hours in 2025 benefiting more than 590 organizations.

Through our grant programs and corporate giving, we continued to invest meaningfully in our local communities. Our colleagues are the driving force behind every milestone and every community we serve, and we are proud to be recognized as a great place to work by leading workplace organizations around the globe.

I am deeply proud of the work we do every day, and the positive impact we have on the societies where we live and operate. I'd like to thank our colleagues, customers, and partners who make this possible through their dedication and hard work.



# 2025 at a glance



Best Technology Workplaces, Great Place to Work Institute, Argentina and Brazil, 2025



India's Best Workplace in IT & IT-BPM, Great Place to Work Institute, 2025



We sourced **100%** renewable energy for all global operations<sup>1</sup>



Approximately **\$29M** globally facilitated by the Thomson Reuters Foundation's pro bono legal service TrustLaw in free legal assistance on **806** projects for non-government organizations (NGOs) and social enterprises<sup>2</sup>



Employees logged approximately **63,000** volunteer hours, benefiting **590** charitable organizations



Over **\$2.73 million** donated by the Social Impact Institute through grants and charitable giving



Over **5,400** employees made an impact in **36** countries through donations and volunteerism



Achieved ISO/IEC 42001:2023 certification for our AI Management System

For a complete list of awards please visit [Thomson Reuters Awards and Recognitions.](#)

<sup>1</sup> Sourced largely through the use of Renewable Energy Credits.

<sup>2</sup> 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 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 Thomson Reuters. 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 actions.



## Stronger together.

We value our global team of talented people who are great at what they do, and even better when 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 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 update

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 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. They explain 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 2025, Thomson Reuters solidified its leadership in responsible innovation by achieving the SO/IEC 42001:2023 certification for our AI Management System. This milestone, covering flagship solutions like Westlaw Precision, part of CoCounsel Legal, followed a rigorous audit of our risk management and data governance, providing third-party assurance that our tools are secure and ethical. Concurrently, we accelerated our global regulatory readiness, including for the EU AI Act and the California Consumer Privacy Act, through the continued evolution of our data governance and responsible AI frameworks, informed by applicable regulatory expectations.

We also expanded our industry influence by convening the Trust in AI Alliance alongside other global AI leaders. Led by Thomson Reuters Labs, the Alliance brings together leading AI researchers and engineers from across industry and academia with a shared mission to advance the development of trustworthy, agentic AI systems. By connecting leading AI researchers, engineers, and institutional thought leaders, this initiative aims to help shape the frameworks, standards, and shared understanding needed to build confidence in the next era of AI.



## Building trust through governance, security, and accountability

We have continued to implement a range of security policies, standards, technology, and practices, which are integrated into 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). This alignment is achieved through the application of policies, standards, and security controls appropriate to the services provided, as well as by communicating relevant 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.

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 Chief Executive Officer and senior management identify, assess, and manage the company’s risks through the design, implementation, and maintenance of an enterprise risk management (“ERM”) program. Senior management provide the Risk Committee with appropriate information and reporting to allow the Committee to perform its responsibilities. The Board of Directors, through its various committees, periodically receives reports from and meets with members of management to discuss material enterprise risks, including cybersecurity risk.

In 2025, Thomson Reuters achieved FedRAMP “In Process” status for the Federal Risk and Authorization Management Program (FedRAMP), demonstrating our strong commitment to meeting the rigorous cloud security and compliance assessment required by U.S. federal agencies to handle federal data securely. This milestone marks a significant step toward full FedRAMP Authorization. In addition, CoCounsel was successfully included in the Thomson Reuters AI Management System ISO/IEC 42001:2023 Certification.

At Thomson Reuters, security isn't just a feature; it's the foundation of our promise to our customers. Our [Trust Center](#) continues to serve as the primary gateway through which customers can learn about our security standards, our 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.

During Cybersecurity Awareness Month, we hosted a special five-day event called SecureFest 2025: Real Threats, Real Security. This event featured thought-provoking 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 handbook 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.

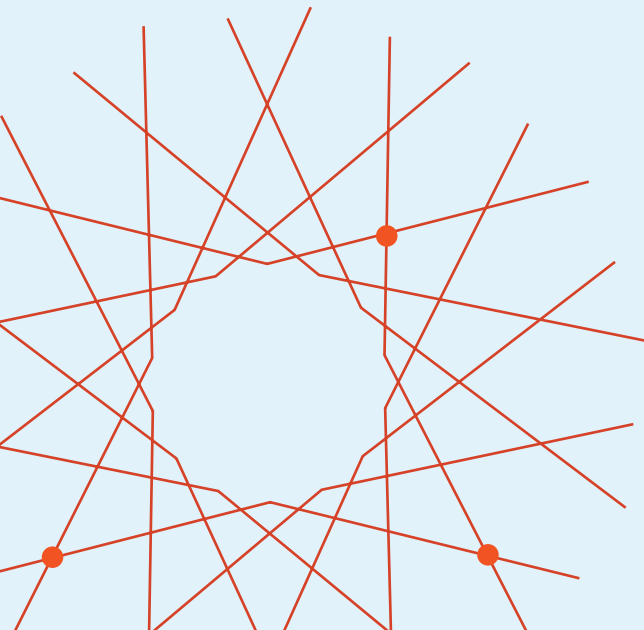
## Trusted AI

The most important investment we can make in AI is ensuring it is developed responsibly. To trust computer-generated guidance, whether ethical or practical, we must understand how an AI system reaches its conclusions and feel confident that its outputs are explainable. Transparency and clarity around data sources are essential. We continue to play a leading role in establishing rigorous standards for responsible AI, development across CoCounsel, our AI technology, ensuring they both inform future technological advancement and safeguard all end-users. Our [Data and AI Ethics Principles](#) provide the foundation for the development of trustworthy AI. They set out the guiding values for all Data and Model activities across Thomson Reuters, and our Ethics Advisory Committee oversees and ensures the delivery of trusted AI and supports compliance with newly proposed AI legislation and ethics safeguards.

The Data and Model Ethics team enables the operationalization of Thomson Reuters Data and AI Ethics Principles. The team defines the enterprise-wide standards and processes for Data and Model Ethics. It supports business functions on the implementation of these standards and processes by recommending tooling, publishing guidance, developing custom training materials, and providing advisory services.

Training is made available for employees supporting data governance, responsible AI, and data and model ethics. The goal is for employees supporting the design, development, and deployment of AI solutions to have access to educational resources to help ensure that the use of data and AI by Thomson Reuters is informed and guided by our Data and AI Ethics Principles.

Our use of Large Language Modules (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 encouraging employees to use the internal application for product development.





## Alignment to international frameworks

This report highlights our commitment to building a sustainable future for our business, our employees, and the communities we serve. We recognize that this work does not happen in isolation. Since 2018, we have been proud signatories of the United Nations Global Compact (UNGC), joining more than 25,000 companies worldwide in supporting its Ten Principles. These principles guide responsible business conduct aligned with human rights, labor, environment, and anti-corruption principles throughout our global operations.

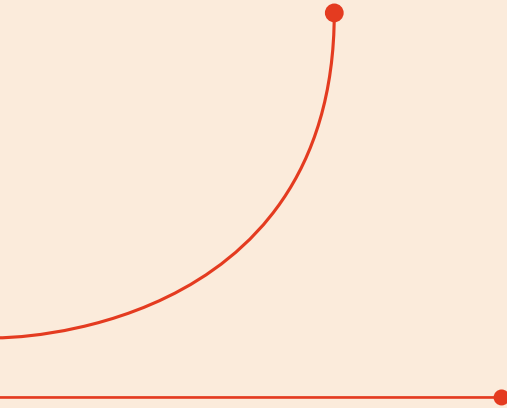




### Strengthening ESG and human rights initiatives: 2025 materiality and impact assessments

In 2025, Thomson Reuters completed an update to its ESG materiality assessment, enabling us to effectively prioritize our ESG commitments, empowering us to maximize our impacts, and promoting the continued integration of sustainability within our core business strategy. This assessment, carried out in partnership with a specialized sustainability consultancy, aligns with the European Sustainability Reporting Standards (ESRS). By virtue of its “double materiality” lens, the assessment explores how ESG topics affect our business (financial materiality) as well as how our business could positively or negatively impact people, economies, and the environment (impact materiality) over short, medium, and long-term time horizons. If a topic is material from either angle, or both, it qualifies as “material.” The results guide our strategy and decision-making around sustainability impacts, risks, and opportunities (IROs), aligned with evolving regulatory expectations.

The views and input of our stakeholders are critical to this exercise. Insights were gathered from subject matter experts within the business, from our external partners and from desktop research as to the nature, magnitude, and likelihood of our ESG-related IROs stemming from our operations and our position within our value chain. Key stakeholders included our leadership, our employees, our customers, our suppliers, as well as civil society organizations. Finally, we validated our process and results with leadership and with one of the “Big Four” accounting/consultancy firms to ensure strategic alignment and organizational accountability.



Social Impact & ESG Report

ESG Double Materiality Assessment

In 2025, Thomson Reuters conducted a second double materiality assessment to enable us to effectively prioritize our ESG commitments, empower us to maximize our impacts, and promote the continued integration of sustainability within our core business strategy. Our assessment identified material impacts, risks, or opportunities within the nine topics listed (in alphabetical order):

Sustainability Topic/Description



**Corporate Governance, Ethics, and Transparency:** Operate with integrity while developing, documenting, and implementing policies and procedures that promote transparency by centering ethics in corporate governance.



**Customer Focus and Relationship:** Set standards to meet customer expectations and promote satisfaction through positive experience based on customer wellbeing.



**Human Rights:** Ensure due diligence in Thomson Reuters operations to maintain practices that support human rights in the value chain.



**Product Innovation:** Center innovation in the product development process and strive for continued improvements for sustainability and modernization.



**Regulatory Compliance:** Create a company culture of legal and ethical awareness to ensure compliance with all applicable laws and regulations and diligently detect, prevent, and remediate potential violations.



**Supply Chain Management:** Optimize supply chain efficiencies and oversight through established corporate procurement and supplier engagement policies.



**Technology and Information Integrity:** Ensure policies promote the ethical and responsible use of technologies, including AI, through high-quality standards, confidentiality, accessibility, and integrity of information collected and published.



**Workforce Attraction, Development, and Engagement:** Create a shared vision that recognizes workforce contributions and fosters an environment that promotes continuous learning and development through growth and upskilling talent.



**Workforce Health, Safety, and Wellbeing:** Create a culture that promotes a safe and secure work environment through the support of programs, resources, and incentives that enable the continued health of the Thomson Reuters workforce.

Overall, our material topics remain largely consistent with prior assessments. We will continue to evaluate the materiality of ESG topics in line with evolving global frameworks, best practices, and applicable regulations.



### Human Rights Impact Assessment (HRIA)

In 2025, we also completed our second company-wide human rights impact assessment (HRIA) of our global operations, products, and services. This assessment examined potential impacts across stakeholder groups and helped us to identify salient human rights risks which were then mapped against the expectations of the UN Guiding Principles on Business and Human Rights (UNGPs) and which now inform our human rights strategy and roadmap. Our commitment to respecting human rights throughout our operations will continue to guide our work and the recommendations from this comprehensive ESG assessment will continue to help us identify, assess, and proactively respond to salient and material risks across our enterprise.

### Partnering to combat human trafficking through education

In accordance with the United Nations Guiding Principles on Business and Human Rights, governments and companies share a responsibility to prevent human rights abuses within their operations and supply chains. In addition, as a global company, Thomson Reuters recognizes our responsibility to combat human trafficking both within our operations and in our communities.

Launched in 2025, our mandatory Human Trafficking Awareness and Education training, developed in collaboration with [Wellspring Living](#), offered employees the opportunity to make a difference in the fight against human trafficking. Survivors of human trafficking often experience severe trauma that affects their mental health, physical well-being, and ability to successfully reintegrate into society. Through the training, employees learned how to recognize the signs of human trafficking, how to respond safely when suspecting trafficking, and how to report trafficking through proper channels and hotlines.





# Empowering through technology

Artificial intelligence is reshaping the professional landscape at unprecedented speed, creating both opportunity and complexity for the industries we serve. At Thomson Reuters, empowering professionals through our AI technology, CoCounsel, means more than adopting new tools, it means building trusted, practical AI solutions grounded in real-world needs, informed by insight, and driven by people. From accelerating innovation across our global workforce to bringing clarity to a fast changing and often crowded market, our approach to AI is rooted in responsibility, relevance, and impact. This year, our global AI community drove innovation and research, highlighted AI's impact on professionals, transformed everyday work through professional-grade solutions, and expanded access to justice for those who need it most.

## Unleashing innovation through our global AI community

Global AI spending hit roughly \$1.5 trillion in 2025 and is forecast to rise by another \$500 billion in 2026 as companies race to unlock the potential of breakthrough technologies. As a leader in professional-grade AI for legal, tax, risk, and compliance functions, we must continue to innovate rapidly to meet evolving customer needs and the growing complexity of the global landscape.

Getting to that level of focus, determination, and expertise requires more than a company-wide commitment. It is rooted in our culture. That spirit of innovation was on vivid display in several events over the course of the year. Our Global AI Hackathon brought together more than 800 Thomson Reuters professionals working across 143 teams to build innovative AI solutions. Winning entries included an automated tool designed to streamline software development work, a solution to analyze and standardize legal documents across multiple different jurisdictions, and a vulnerability scanning capability that can automatically detect and fix software coding issues.

We launched a new Ideathon event, which is open to all employees and encourages the submission of breakout ideas that have the potential to bring the next big thing to life. Winning submissions in the inaugural event included solutions to transform third-party compliance analytics and an AI-powered arbitration and mediation tool.

These, and other more focused innovation initiatives have been accompanied by a steady stream of learning days, technology demonstrations, and practical, real-world training exercises. We

have enabled every employee by defining strong governance and providing access to tools and training. With a clear strategy to identify where AI can improve ways of working and outcomes, we ensure technology supports our people. This allows our talent to focus on meaningful, impactful work.

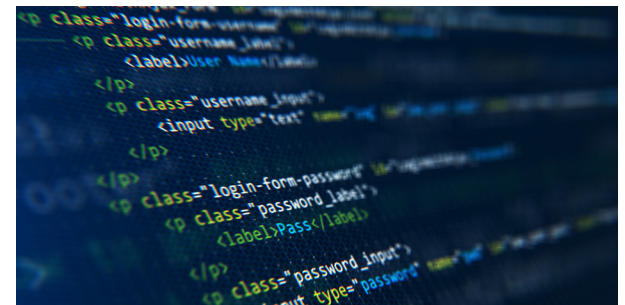
## How AI is reshaping the professional landscape

When it comes to the challenges professionals face today, few topics have provoked more investment and uncertainty than the rapid-fire growth of AI. However, millions of knowledge workers are experiencing AI every day and forming their own views on how it will change their worlds.

The [Future of Professionals report](#) and our [Generative AI in Professional Services Report](#), with 2025 being their third year of publication, tap those lived experiences to deliver a concrete, real-world perspective on the impact of AI. Based on surveys of thousands of legal, risk, compliance, tax, accounting, audit, and trade professionals, the reports quantify AI's effect on efficiency, adoption rates, investment, professional development strategy, and ethics and governance to help organizations and individuals thrive in a rapidly changing marketplace.

The 2025 Future of Professionals report found that organizations with a visible AI strategy stated they are twice as likely to experience revenue growth compared to those with ad hoc approaches. The Generative AI in Professional Services Report identified a critical gap in professional training on AI platforms, noting that although 89% of professionals see viable use cases for AI, 64% have received no formal training on using AI for industry work.

Both reports provided valuable insights. Generative AI is here to stay, with widespread personal adoption across industries and a gradual shift toward organization-wide use, driven by both free tools and increasingly specialized business solutions. Professionals cited increased efficiency and productivity as the primary benefits of AI, underscoring its growing necessity for organizations navigating rapid change.



## Professional-grade AI solutions transforming the way we work

At Thomson Reuters, we’re not only a leader in the AI revolution; we are helping define the future of how all aspects of business and society will be transformed by AI. As AI evolves from general productivity tools into industry-specific systems, a clear line is emerging. Fiduciary professions like law, tax, audit, and compliance require more than stitching information together across systems and accelerating everyday knowledge work. What ultimately matters is whether the output is authoritative, traceable, and accountable to professional standards. In high-stakes environments, speed alone isn’t the differentiator- trust is.

As evidence of this, look no further than the 2025 launches of CoCounsel Tax and Audit - our accounting, Tax, and Audit solutions, which are establishing the winning playbook for enterprise AI transformation. In addition, CoCounsel Legal, our most advanced offering to-date, brought together legal research, essential workflow automation, intelligent document search, and AI-powered legal assistance within one unified solution. Together, these solutions are spurring widespread AI adoption in fields that are rapidly becoming the proving ground for AI development.

It’s not just our clients that are transforming the way they work with AI. Our own teams have been integrating AI into aspects of our day-to-day workflows. Across our global customer service operations, AI is improving operational efficiency and customer outcomes by reducing routine work for service teams, increasing customer satisfaction by 1.6%, and supporting a new 10% contact deflection target for 2026. AI capabilities have been embraced in our software development team as 30% of our code is AI generated, more than 80% of our engineers are active users of AI tools, and software development velocity has improved by 20-30% for several products.

These internal efficiency gains are also enabling broader social impact. In our India office an employee was able to turn her own experiences with AI-driven efficiency gains and productivity hacks into an AI for Social Good initiative focused on teaching students from underserved communities how to use AI to solve real-world problems. In addition, we are able to reinvest in our customers and communities in ways that create lasting, mutual benefit. By doing so, we advance positive social impact while reinforcing our commitment to meeting customer needs.

## AI for Justice delivers transformative impact in its first year

Access to justice is a core tenet of our mission to inform the way forward to a more understanding, trusting world for all. Even with extensive pro bono efforts and many hours devoted to improving access to legal services, there is still much more to be done. In fact, 90% of civil legal needs in the United States still go unmet, and half of all requests for help from legal nonprofits are turned away due to limited resources.

Technology is helping to solve that challenge. This year, our [AI for Justice program](#), which equips legal nonprofits with practical, affordable AI solutions, such as our CoCounsel legal assistant, has made tremendous inroads toward improving access to justice. Organizations that participated in the program have reported significant results, including an increase in clients served, higher quality representation, and greater professional satisfaction while reducing burnout, demonstrating how our technology can transform lives. We also learned what resources and support these organizations need to successfully integrate AI into their legal practice and are building these resources to scale impact.

Through participation in this program, the [Legal Aid Society of San Bernardino](#) doubled the number of clients it serves through hotline calls each day, allowing attorneys to handle 20% more in case volume. In addition, [The Innocence Center](#) cut the average amount of time it spends preparing exoneration petitions by 50%.

This is just the beginning. We’ve launched a second phase of the program tackling access to justice across the entire legal ecosystem and emphasizing scalable and systematic impact.



Click to open videos in new window

**Learn more about the results from year one of the Thomson Reuters AI for Justice program.**



# Championing justice and human rights

Across our business, we leverage the power of trusted information, technology, partnerships, and our people to strengthen institutions, protect vulnerable communities, and expand access to justice. From pro bono expertise and grantmaking to data-driven research and collaboration with courts, nonprofits, and law enforcement, our efforts reflect a belief that lasting change requires both insight and action.



## Social Impact *Sprint* transforms nonprofit growth

Each year, we harness the collective strength and expertise of our people to help nonprofit organizations scale their operations and expand their reach. Now in its fifth year, the Thomson Reuters Social Impact *Sprint* brings together groups of employees to lend their pro bono tax and accounting, technology, marketing, business operations, and leadership expertise to dozens of nonprofit organizations around the world.

This year's event drew support from more than 170 volunteers who helped 40 nonprofits from six countries. Together, our teams committed 1,556 hours, or the equivalent of \$342,320 in pro bono consulting<sup>1</sup>. The real impact of the *Sprint* was on the people, nonprofit participants and Thomson Reuters volunteers alike, who walked away with renewed purpose, reenergized spirits, and concrete next steps to carry their service commitments forward.

A key objective of the Social Impact *Sprint* is to ensure nonprofit partners leave with solutions that are both practical and sustainable. We are proud to share that 100% of nonprofits stated interest in participating in another *Sprint*. As Kyra Brissette, CEO of Media Literacy Now, a U.S.-based non-profit focused on teaching media literacy to K-12 students, explained,

“Our time with the Social Impact *Sprint* team was both thoughtful and productive. The steps we developed together lay a strong foundation for Media Literacy Now to navigate our leadership transition, sharpen our strategic direction, and strengthen board engagement.”

- **Kyra Brissette**  
CEO, Media Literacy Now

Pro bono work delivers mutual value. Nonprofits benefit from the expertise of functional experts they may not otherwise have the capacity or resources to access, while employees consistently report that the experience is deeply rewarding. In fact, 94% stated they learned something new about nonprofit operations and 92% would like to participate in another *Sprint*.

We are proud to foster a purpose-driven culture that values and rewards work making a meaningful difference in our communities. Initiatives like the Social Impact *Sprint* help unlock that sense of purpose each year, and we are excited to see its impact continue to expand.



<sup>1</sup> Pro bono valuation is calculated by using the average hourly value for pro bono service (\$220 USD per hour), as referenced by the [Taproot Foundation](#).

## 20 years of impact with Lawyers Without Borders

This year marked the 20th anniversary of our collaboration with **Lawyers Without Borders** (LWOB), a global organization that partners with legal professionals to build strong institutions, support pro bono initiatives, and promote judicial independence, all while maintaining a strict commitment to neutrality. This is a prime example of how we leverage our technology, extensive network of professionals, and the power of volunteerism to make a real difference.

We have been able to work closely with Lawyers Without Borders to support a wide range of initiatives, from electronically indexing 156 years of Supreme Court case law in Liberia, to training more than 1,000 legal professionals globally, to reaching 35,000 households in Kenya, to supporting the preservation of 2,500 Afghan laws. Twenty years of collaboration demonstrate what is possible when shared purpose and sustained commitment come together to advance justice. By continuing to stand alongside LWOB, we reaffirm our commitment to building stronger institutions, empowering communities, and ensuring the rule of law endures.

**Explore the retrospective and see what two decades of purpose-driven collaboration can achieve.**



## Pro bono in action: Global Legal Pro Bono Connection

Pro bono work is integral to our purpose-driven culture at Thomson Reuters. Our commitment to this work reflects both the depth and breadth of our subject matter expertise and the enormous sense of responsibility and respect we all have for the pursuit of truth, justice, and transparency. This year, members of our Legal Pro Bono Connection network contributed over 2,800 volunteer hours to support nonprofit organizations, delivering \$1.7 million<sup>2</sup> in pro bono legal services.

We took our commitment a step further by expanding the American Bar Association’s National Celebration of Pro Bono week into our own Thomson Reuters Global Legal Pro Bono Month. This month-long celebration showcases how our colleagues worldwide use their skills in service to others. Through engaging discussions, practical skill-building sessions, insightful webinars, and hands-on volunteer projects, we empower our teams to make tangible impact.

This year’s initiatives spanned continents and causes. Our Australian Legal Pro Bono team supported St Vincent de Paul NSW on an extensive human rights advocacy initiative, U.S. lawyers partnered with the National Veterans Legal Services Program to help veterans pursue discharge upgrades, and volunteers across our global offices worked with Disability:IN to advance disability inclusion efforts.

<sup>2</sup> Pro bono (legal) valuation is calculated at \$613 per hour, as referenced by the [2026 Thomson Reuters Institute's Law firm rates report](#)



## Scaling impact through the Social Impact Grant program

Our commitment to causes aligned with our mission to improve access to justice, truth, and transparency extends far beyond our volunteerism and pro bono work. Since the inception of the program in 2024, we have awarded millions of dollars to organizations that share our vision of a more equitable future through our Social Impact Grant program. Now in its second year, the program has awarded over \$1M to 99 organizations in 10 countries.

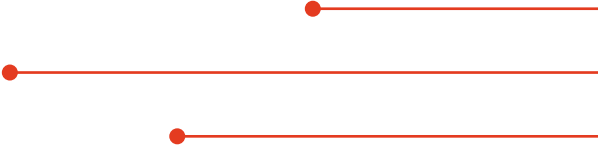
Among the grant recipients were two nonprofits in Brazil. Exodus Road Brazil partners with law enforcement in Brazil to rescue victims of sex and labor trafficking while increasing public awareness for the issue. With the support of Thomson Reuters, the group was able to launch a nationwide prevention and education campaign that reached over

120 million people via social media and drove a measurable increase in human trafficking reports through local helplines. Innocence Project Brasil specifically focuses on addressing the issue of wrongful convictions in the country. They used their funding to develop new features for their internal platform, including direct volunteer registration, integrated email functionality, and the ability to log assistance requests received by mail. In addition, all mail received since the nonprofit's founding is also being digitized and physically archived at their headquarters to improve processing efficiency.

Another Social Impact Grant program recipient, the Investigative Journalism Foundation, used their funding to produce a searchable public database of records about Canada's residential

school system. The database makes public over 160,000 pages of previously restricted documents chronicling unsafe and unhygienic conditions and reports of abuse, making them available to journalists and researchers worldwide.

The Social Impact Grant program reflects our ongoing commitment to social responsibility and our belief that informed action can drive meaningful change.

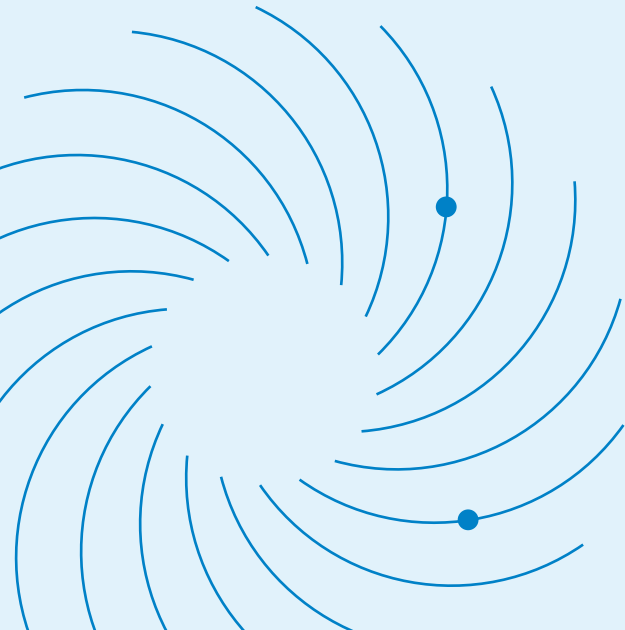
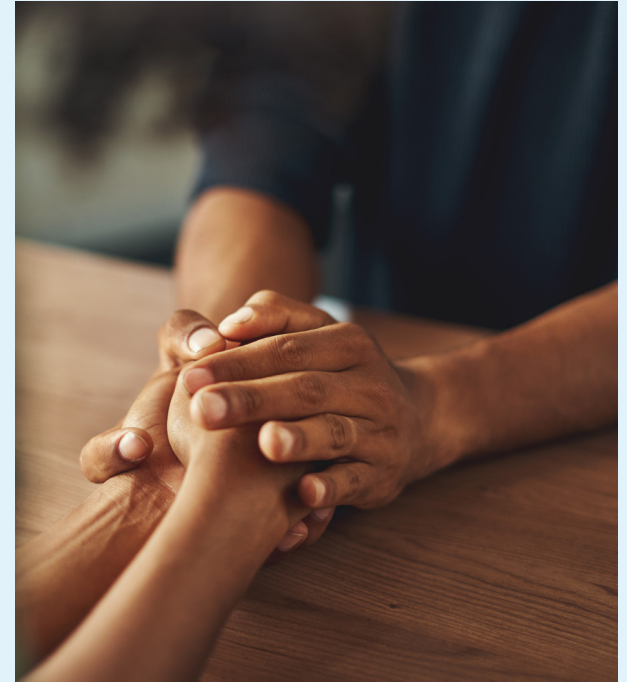


## Using data, partnerships, and purpose to fight human trafficking

Our commitment to ending human trafficking extends far beyond our work in the field with law enforcement agencies, working with a range of partners both in the U.S. and globally. Throughout the year we also brought together the world's leading voices from the nonprofit, survivor support, and business communities to discuss strategies, build awareness, and cultivate support for anti-human trafficking initiatives. These efforts include our virtual global panels for Human Trafficking Prevention and Awareness Month and World Day Against Trafficking in Persons, an informative session with Fundación Freedom for Children in Mexico City, as well as our sponsorship of the Champions for Children event with the National Center for Missing and Exploited Children (NCMEC).

The crisis of Missing and Murdered Indigenous Women and Girls (MMIWG) in Canada represents a profound human rights challenge. Although Indigenous women and girls make up just 5% of the population, they account for more than 50% of human trafficking victims and are six times more likely to be murdered than other women. In response, Thomson Reuters **published** research using sophisticated geospatial analysis which illuminated the critical correlation between geographic hotspots and victim experiences across cases of MMIWG. These insights have helped to inform collective action to address this issue.

Through targeted funding, the Thomson Reuters Social Impact Institute enabled new research by International Justice Mission examining the nexus between two global, emerging crime types: the financially motivated sextortion of children, and forced scamming, which is a new form of labor trafficking. By analyzing data from tens of thousands of tip line reports and cross-referencing with IP address data, the initiative was able to geolocate specific sources of these crimes. The research is a critical foundation to future law enforcement investigation and policy actions targeting these emerging crime types.



## Supporting the courts that power the U.S. justice system

U.S. state courts handle roughly 98% of all court cases heard in America. Despite their crucial role in the U.S. justice system, these courts are often underfunded and overburdened, with Thomson Reuters [research](#) showing that a staggering 71% of state court judges and court professionals say they will face significant staffing shortages in the next year and beyond. New technologies, from AI-powered research and drafting tools to digital evidence solutions, hold the promise to relieve that burden by creating a more efficient, effective, and accessible justice system.

Recognizing that the rapid evolution of AI presents both transformative opportunities and complex policy challenges for the justice system, the Thomson Reuters Institute (TRI) launched a partnership with the National Center for State Courts (NCSC) in June 2024 to provide judges and legal and court professionals with the trusted, authoritative guidance they need to make informed decisions about AI technology adoption and use.

Since its launch, the TRI-NCSC AI Policy Consortium for Law and Courts continues to play a key role in enabling judges and legal and court professionals to make informed decisions about AI technology adoption and use. Offering a rich database of policy resources and educational tools, regular webinars (with over 6,000 registrants per webinar at the end of 2025) and benchmark research studies, an AI Sandbox allowing judicial professionals to safely explore and test AI applications (including CoCounsel Legal), and practical guidance on navigating the justice system in the age of AI, the initiative has drawn thousands of participants from courts around the U.S. Additionally, in 2025, we grew the Consortium's international membership to help ensure that the voices shaping justice in an AI-driven era reflect multi-jurisdictional perspectives.



## Empowering the next generation to disrupt forced labor

Could changing generational trends in retail consumer demand in spending eventually reduce the prevalence of forced labor in global supply chains? That, and many other questions delving into the intersection between consumer behavior, global trade, and human trafficking, are at the heart of a research project initiated by the Syracuse University Maxwell School of Citizenship & Public Affairs' Dynamic Sustainability Lab in partnership with Thomson Reuters.

The [Forced Labor 2025 Report](#), an expansion of research started in 2024, examined the scale of modern slavery in global supply chains and highlighted that Generation Z has the economic power, ethical awareness, and willingness to drive meaningful change if barriers of cost, transparency, and access are addressed. Focusing on high risk industries such as apparel, footwear, coffee, and tea, the research combines global data with a survey of nearly 400 Gen Z consumers to assess whether their generation of consumers are willing to pay more for goods made ethically and demand better corporate practices.

The project is a prime example of the power of academic and technology leaders with trusted information that can unearth critical insights to inform current business leaders about upcoming generations of consumers committed to transparent and ethical buying habits. Ultimately, eliminating forced labor depends on collective action to uphold business and human rights standards and transparency across global supply chains.

# Building sustainable communities

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. At the same time, our Global Print business is integrating eco-efficient technologies and responsible sourcing to minimize resource use and waste. These efforts are strengthened by the passion of our global Green Teams, whose local initiatives drive meaningful environmental impact in the communities where we live and work.





## Update on climate change targets and disclosures

In 2020, Thomson Reuters joined the Science Based Targets initiative, committing to reduce Scope 1 and 2 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. We also set a goal to have 65% of suppliers by expenditure establish Science Based Targets by 2025, aligning supplier ambition with our own decarbonization pathway. 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 worldwide. In addition to the switch to renewable energy, we remain carbon neutral through offsetting the remaining portion of our GHG footprint through carbon offsets.

Primarily through investment in renewable power for our facilities, we've been able to drive more than a 95% reduction in Scope 1 and 2 GHG emissions from our 2018 baseline. We achieved our 2025 absolute Scope 3 reduction target, resulting in a 52% decrease compared to our 2019 baseline. As of 2025, 49% of suppliers by spend have pursued Science Based Targets, reflecting meaningful progress in our supplier engagement efforts. We are evaluating opportunities to continue advancing our climate strategy and to align future targets with our long-term ambition to achieve net-zero GHG emissions by 2050.

## Driving environmental impact through smarter print practices

For more than 225 years, Thomson Reuters has served the global publishing industry, particularly the legal and tax sectors. That longstanding legacy continues through our Global Print segment, which integrates sustainability into its operations to advance responsible and efficient publishing practices. Global Print aligns its work with the company's broader sustainability goals by emphasizing eco-friendly production methods, reduced material consumption, and responsible sourcing. These efforts are designed to minimize environmental impact while helping publishers adapt to evolving production and inventory demands.

Global Print has invested in advanced digital printing technologies that reduce the consumption of valuable resources. These technologies enable more agile and cost-effective production models, allowing publishers to manage tighter inventories and reduce outdated stock and waste across the publishing lifecycle. Alongside these operational improvements, Global Print maintains strict sourcing standards. All paper mills and merchants supplying paper to Global Print are required to hold certifications such as the Programme for the Endorsement of Forest Certification, the Sustainable Forestry Initiative, or the Forest Stewardship Council. These requirements ensure that paper is procured from suppliers who support responsible forest management and sustainable forestry practices.

The results of these efforts demonstrate Global Print's continued progress toward reducing its environmental footprint. In 2025, the segment recycled 9,030 tons of paper, 206 tons of corrugated materials, 94 tons of aluminum, 150 tons of steel, 11 tons of plastic, and 374 tons of wood. These landfill-diversion achievements underscore Global Print's commitment to environmentally responsible operations and its role in supporting a more sustainable future for the publishing industry.



## Powering global sustainability through our Green Teams

With our global presence and resources come a tremendous responsibility to help support the communities in which we live and work. That is why we're proud of the work done by our Green Teams network to promote programs and projects that help minimize our impact on the environment and promote sustainability on a global scale. The Green Teams, developed to bring Thomson Reuters colleagues together around a series of knowledge sharing events, volunteering activities, and local sustainability initiatives, were busy this year with programs rolling out in Bangalore, Costa Rica, Mexico City, New York, and Toronto.

Our Green Team chapter in Costa Rica was recognized by the government of Costa Rica for a third consecutive year as part of its Ecologic Blue Flag Program (Bandera Azul) which reflects their commitment to maintaining high standards in facility upkeep, responsible use of natural resources, and ensuring that all services are carried out correctly and with care for the environment.

The Mexico City Green Team continued to build their relationship with Cultura Integral Forestal (CIF). Employees participated in an engaging session with the organization that highlighted how everyday actions, such as recycling, reducing waste, and volunteering, can contribute to environmental protection. Employees also participated in three volunteer events resulting in the reforestation of 2,238 trees and plants of species endemic to the area.

The Bangalore Green Team advanced environmental sustainability through a series of initiatives that combined employee engagement, community partnership, and climate action. Activities included a plant sale with the Association of People with Disability that supported skills training for youth with disabilities, a hands-on bio-enzyme workshop promoting eco-friendly alternatives for home and industry, and a drive in Bandipur focused on tree planting and conservation with the HOPE Foundation. Together, these efforts reinforced their commitment to environmental stewardship, social inclusion, and community impact.

Our Green Team in New York was also active in 2025, hosting a community clean-up and ecological restoration event in the Bronx River Corridor and organizing a series of recycling and waste management seminars in our Times Square offices. The Toronto Green Team established several employee workstreams, including green software, on-site sustainability initiatives, and fostering climate conversations at Thomson Reuters. In celebration of Earth Week, the team also hosted webinars and workshops, including a session with the onsite facilities team on proper waste-sorting practices in the building.

Collectively, these efforts highlight the significant impact that small groups within a larger community can have in driving change and motivating action on sustainability.

# Advancing our workforce






At Thomson Reuters, our global team fuels innovation through their curiosity, ambition, and intellect. We foster a values driven culture that attracts top talent, empowers our people to grow, and lets them do the work that matters most. Across our organization, we are advancing a culture rooted in shared values, meaningful connection, and a deep sense of belonging. Through expanded learning opportunities, leadership development, and intentional community-building initiatives, we are preparing our people for the future. From increasing workforce accessibility to enhancing wellbeing and flexibility, we are investing in the tools, skills, and support systems that help every colleague grow and succeed. Together, these efforts reflect our dedication to building a workplace where people feel inspired, supported, and ready to lead.



## The values that shape how we work

Our stated purpose at Thomson Reuters is to inform the way forward to a more understanding, trusting world for all, which is delivered when our team of more than 27,000 rallies around a shared set of values. In 2025, we defined the five core values that shape how we work and strengthen our culture each day. Rooted strongly in our purpose, these values serve as ambitious, memorable, and aspirational principles that strengthen our culture and elevate customer excellence, innovation, and performance.

### Thomson Reuters Values

-  Obsess over our customers.
-  Compete to win.
-  Challenge (y)our thinking.
-  Act fast. Learn fast.
-  Stronger together.



Over the course of the year, we helped bring these values to life through a series of events and company-wide awareness efforts that drew together 16,500 of our colleagues globally. On Values Day, our team members participated across 371 learning sessions worldwide supported by more than 350 volunteers working in 50 different office locations. This was a unified global experience to ensure our values are not just words on a page but understood by colleagues so we can live them at Thomson Reuters.

## Connection, belonging, and understanding

At Thomson Reuters, inclusion is how we open the door to the broadest pool of talent, inviting colleagues with different perspectives, experiences, and skills to do their best work together. Belonging is the ongoing work we do to ensure every colleague feels connected, supported, and able to grow and thrive. Together, they create an environment where people can challenge thinking, make better decisions, and ultimately serve our customers with clarity and impact.

We cultivate that environment of trust through several initiatives each year. Thomson Reuters Business Resource Groups (BRGs) consist of 11 employee-led networks open to all colleagues that produce leadership seminars, career development initiatives, and a wide range of identity and community awareness events. This global network has grown to include more than 80 local and virtual chapters operating in 17 countries. Some highlights include the Aspire to Lead conference and #IAmRemarkable workshops, focused on personal growth and confidence building, hosted by Women at TR, and BENERGY and ECN Worldwide, focused on early career development and career navigation, hosted by the Black Employee Network (BEN) and Early Careers Network (ECN). These events are available to all employees and help create awareness and understanding of a broad range of experiences across our organization.

Our Global Allyship Community and Cultural Fluency program together played a critical role in strengthening our inclusive culture and equipping colleagues to collaborate effectively across differences. The Global Allyship Community builds practical skills that empower colleagues to use their voice, behaviors, and influence to support one another, anchored in five core allyship actions identified through cross-BRG dialogue. Complementing this work, the Cultural Fluency program helped colleagues understand cultural differences, recognize how their own tendencies shape collaboration, and build the adaptability needed to thrive in a global organization.

Through Ten Thousand Coffees, we promote active mentoring and community engagement throughout our global workforce. This digital platform curates authentic networking and social learning experiences for leaders and employees. This year, more than 4,500 one-to-one colleague introductions were made possible through the program. These are just a handful of the community-building initiatives taking place nearly every day at Thomson Reuters, all of which help us create an environment where people can challenge conventional thinking, make better decisions, and better serve our customers with clarity, thoughtfulness, and impact.



## Building skills for the future of work

In 2025, Thomson Reuters continued with our Grow My Way Initiative, which includes broad-scale employee education and tools for building the skills needed to thrive in an AI-enabled future. A key focus was the combination of AI fluency and the human skills necessary for an AI-augmented workplace. Over the course of the year, more than 14,000 colleagues participated in Grow My Way events, including three company-wide Learning Days, with 96% of participants indicating that the sessions were a valuable investment of their time. We also launched My AI Coach, an internally developed AI-powered tool that leverages coaching techniques to provide in-the-moment support to navigate challenges, build skills, and lead effectively. More than 8,900 colleagues took advantage of this on-demand coaching during 2025. Finally, our global AI Champions Network, a group of over 600 Thomson Reuters employees, focused on helping teams learn, innovate, and thrive with AI.

As a result of these and other initiatives, the Thomson Reuters workforce is now actively using AI tools in their day-to-day work, helping us all level-up and lead the way to future innovations.



## Leadership for a changing world

We invest in developing leaders at every level to navigate a fast-moving, constantly evolving environment. Our leadership development approach equips managers and emerging leaders with the mindsets and practical skills needed to lead effectively, support their teams, and drive performance.

In 2025, these efforts included strengthening foundational people-leadership capability, deepening coaching and feedback skills, and expanding immersive leadership development opportunities. The Thomson Reuters annual leadership conference brought together 185 leaders from around the world for three days of focused connection and development. Through initiatives like our Elevate Leadership Program, co-developed with the Massachusetts Institute of Technology's Sloan School of Management, 31 talented employees participated in an intensive nine-month experience focused on leading change, innovation, and data-driven decision making. More than 880 leaders participated in skill sessions through the Leading at TR and Managing at TR programs. These included building capability in adaptability, sensemaking, critical conversations, and values-aligned coaching sessions for senior leaders and mid-level managers.

All told, several hundred current and future business leaders participated in these programs over the course of the year, helping us set the stage for the next generation of growth at Thomson Reuters.



## Accessibility by design

How people access and use our tools and information to make a difference in the world is important. Accessibility is everyone's responsibility, and it's essential that we all work together to ensure that our digital platforms are accessible and inclusive.

We are proud to recognize the roll-out of our Thomson Reuters Accessibility Standard for all employees and contractors focused on incorporating accessibility into our business. This standard provides a common framework and practical guidance on accessibility adoption in their work and more importantly ensures we meet the expectations of our customers and regulators. In addition, to help bring more attention to the importance of inclusive design, we celebrated Global Accessibility Awareness Day with a series of workshops and educational sessions organized by our Disability Employee Network to promote accessible design.

Our commitment to accessibility was recognized for a fourth consecutive year by Disability:IN, which named Thomson Reuters a Best Place to Work for Disability Inclusion. Together, through our efforts to remove all barriers to access, and working to embed accessibility into every design decision we make, we hope to pave the way to a more inclusive and accessible world for all.



REUTERS/Michaela Rehle

## Supporting wellbeing through trust and flexibility

Thomson Reuters continues to strengthen a workplace culture where flexibility, wellbeing, and human connection power our people's success. Through modern offerings like our Flex My Way policies, hybrid first ways of working, and our expanding portfolio of global wellbeing resources, we enable colleagues to navigate work and life with confidence and support. These commitments reflect how we show up for our workforce by creating space to rest, renew, and perform at our best in an environment built on trust, balance, and care.

Our Flex My Way initiative, which gives employees the ability to work remotely, work from other locations, and take extended leave for caregiving, bereavement, and sabbatical, continues to grow. This year, over 20% of our global workforce took advantage of the program to work from locations inside or outside their home country, giving them greater flexibility to balance work, family, and personal responsibilities, without stepping away from their roles. In addition, 7% of employees used caregiver leave to take care of an immediate family member. We also continued to offer two Mental Health Days off and provided tools to help employees build their resilience to thrive in a constantly changing environment.

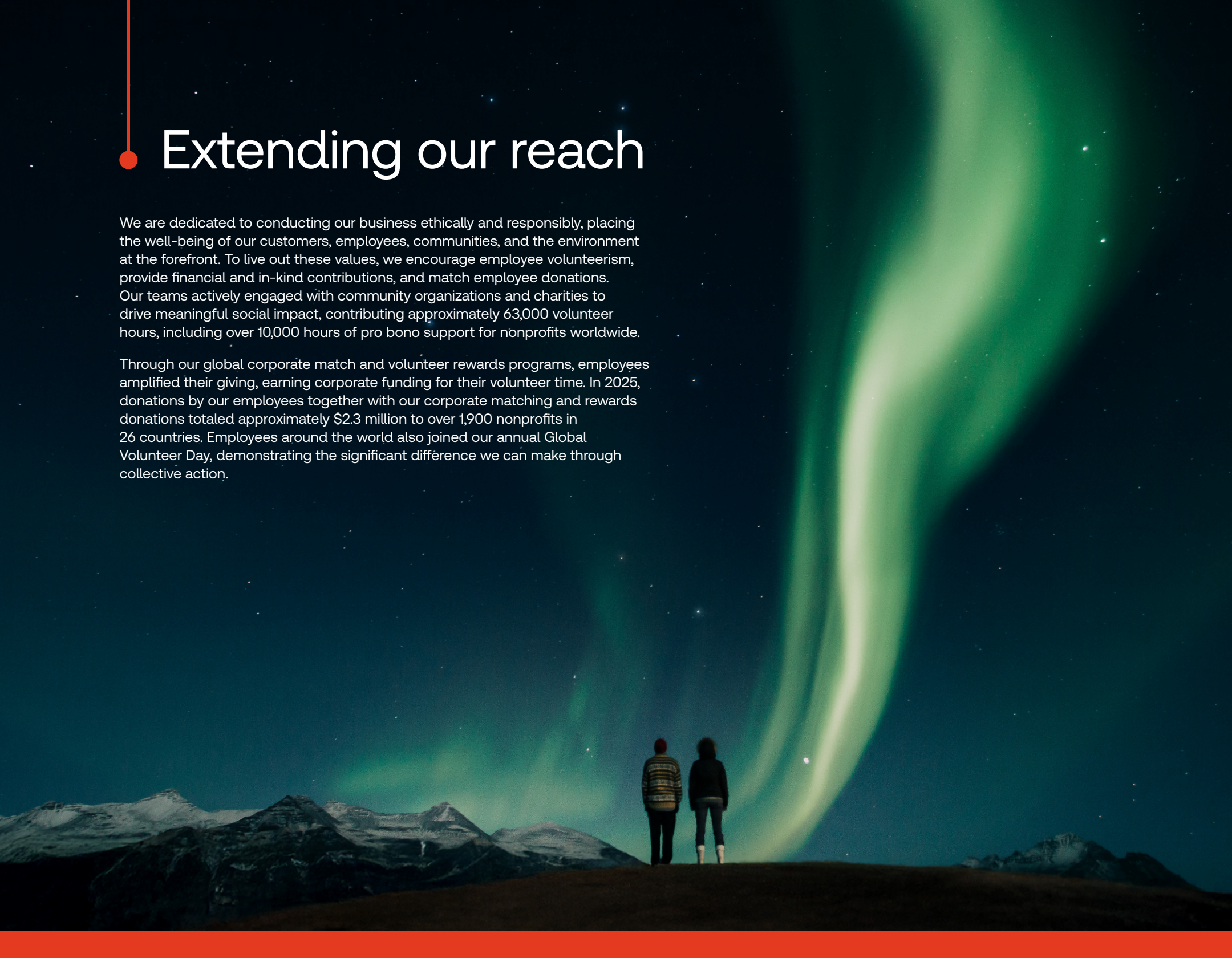
Together, these initiatives demonstrate that at Thomson Reuters, flexibility and support extend beyond the workplace. We are committed to supporting the whole person, and we understand that by building a strong foundation of trust and connection, we can learn, inspire, and grow together more effectively.



# Extending our reach

We are dedicated to conducting our business ethically and responsibly, placing the well-being of our customers, employees, communities, and the environment at the forefront. To live out these values, we encourage employee volunteerism, provide financial and in-kind contributions, and match employee donations. Our teams actively engaged with community organizations and charities to drive meaningful social impact, contributing approximately 63,000 volunteer hours, including over 10,000 hours of pro bono support for nonprofits worldwide.

Through our global corporate match and volunteer rewards programs, employees amplified their giving, earning corporate funding for their volunteer time. In 2025, donations by our employees together with our corporate matching and rewards donations totaled approximately \$2.3 million to over 1,900 nonprofits in 26 countries. Employees around the world also joined our annual Global Volunteer Day, demonstrating the significant difference we can make through collective action.

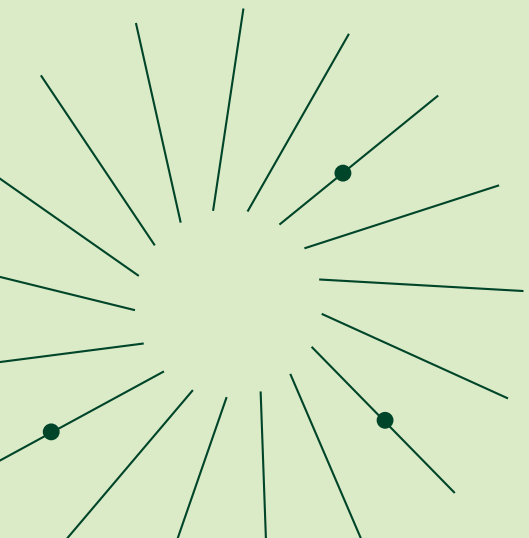


## Stronger together: Making a difference on Global Volunteer Day

Making a difference in the communities in which we live and work is a big part of our culture at Thomson Reuters. As we continue to grow as a company, it is important that we recognize the profound impacts we can have simply by coming together around a shared purpose. That spirit of collective strength was on clear display this year during our annual Global Volunteer Day. The event, which was developed to help employees champion local causes and put the power of our global company behind important issues, brought together 1,775 employees volunteering across 20 countries.

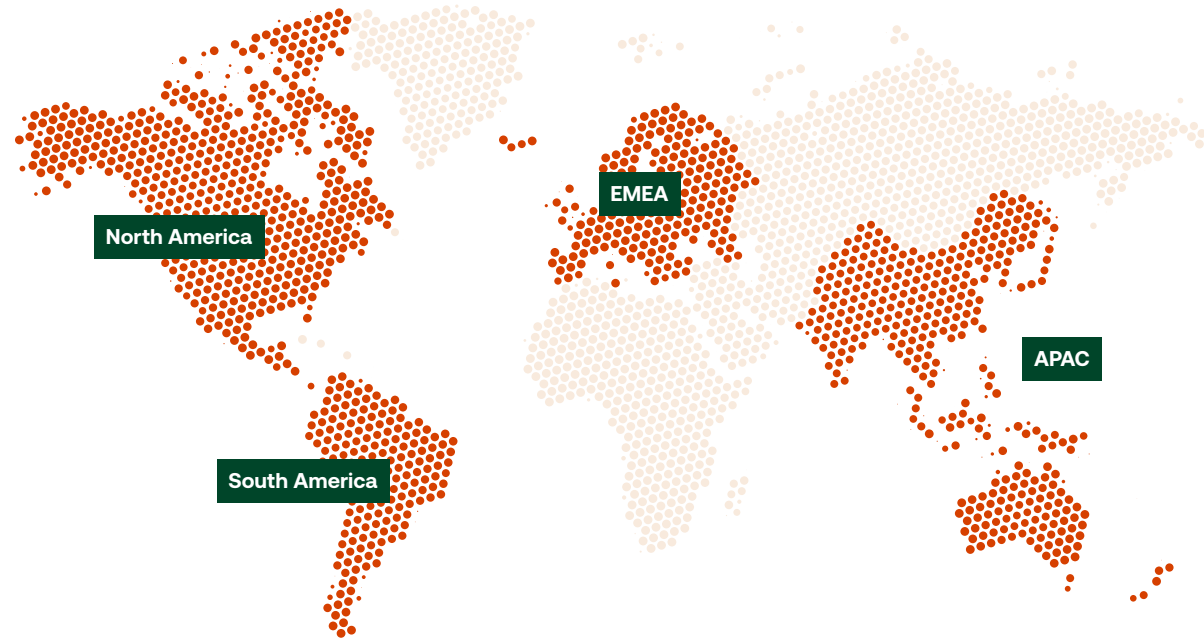
Whether volunteering individually or as part of our global events, our colleagues demonstrated an incredible commitment to helping nonprofits. In our Frisco, Texas office, employees assembled care packages for women and their children facing domestic violence and Hope Kits for women battling breast cancer. Volunteers in Toronto, Canada, assembled care kits, served meals at a local shelter, and sorted and coordinated food donations. In Bangalore, India, volunteers rolled up their sleeves to make seed balls, a simple yet powerful method to contribute to reforestation efforts in the region. Meanwhile, in São Paulo, Brazil, employees cleaned and organized a local animal shelter for dogs.

Together, our teams committed over 8,200 volunteer hours to help more than 100 different charitable organizations address a wide range of causes, including food insecurity, human services, affordable housing and homelessness, and child welfare initiatives.



## Giving back across the world

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 made an impact in their communities.



### APAC

Our Thomson Reuters Australia office sponsored the Walk for Justice NSW, an annual event where donated funds support work in delivering pro bono legal advice and strategic representation for refugees and people seeking asylum in Australia. In Singapore, employees dedicated their volunteer hours to supporting older adults through a series of meaningful community engagements. They assembled care and hygiene kits, delivered essentials, and spent time connecting with seniors through conversations that fostered warmth and companionship. These events enabled volunteers to reach more elderly residents and strengthen ties within the community.

### EMEA

Employees in London supported several charitable initiatives, including several park, beach, and garden clean-up projects, assembling toiletry kits for homelessness organizations and women refugees, and collecting food and business clothing donations for those in need. In Poland, employees came together to create birthday cards for terminally ill children, complemented by gift vouchers provided as an additional way to support children and their families.

### North America

Major fundraising and volunteer efforts in Toronto and Mexico City helped feed families struggling with food insecurity, drive life-saving blood donations, and support efforts to combat human trafficking. Among these initiatives, volunteers in Toronto raised more than \$208,113 CAD to support the United Way of Greater Toronto, enough to provide important household items to over 1,000 families. In addition, Fundación Freedom for Children received a \$20,000 Social Impact Grant to support the creation of a specialized care center for child victims of trafficking, exploitation, and abuse in Mexico City.

### South America

In Chile, employees dedicated more than 200 hours of service to the Don Bosco Foundation's Children's Day, promoting awareness of the rights of children and youth through recreational and leisure activities. In Argentina, our volunteer teams committed more than 400 volunteer hours to Don-Arte Argentina, an organization that believes every child, adolescent, and family deserves to grow and develop surrounded by affection, dignity, and opportunities. The team of volunteers rolled up their sleeves, doing everything from painting the walls of the organization's community center to collecting donations to help this great cause.

## Delivering impact through funding and employee engagement

Lasting impact is built through collaboration. Through partnerships with nonprofit organizations around the world, Thomson Reuters supports initiatives that expand opportunity, advance justice, and protect human rights. By pairing sustained funding with employee volunteerism and pro bono expertise, we help our partners strengthen their work and deliver meaningful outcomes for the communities they serve.

### Foundation for Excellence (FFE)

Over the past six years, our work with the [Foundation for Excellence \(FFE\)](#) has played a transformative role in expanding access to higher education for high-potential students in India. Since 2020, we have provided nearly \$387,000 in funding, enabling 222 scholars to pursue engineering degrees through 628 scholarships. This sustained support has helped remove financial barriers for students, unlocking pathways to high impact careers and long-term economic mobility.

Beyond financial assistance, we contributed to scholars' holistic development through internships, AI learning initiatives, and more than 1,000 hours of one-on-one mentoring delivered by over 100 employees. Graduates of the program have gone on to secure roles at leading global companies. Through grants, volunteerism, and pro bono support via the Social Impact *Sprint*, FFE has strengthened both student outcomes and organizational capacity.

“Foundation For Excellence (FFE) is thankful, humbled, and proud of the collaboration with Thomson Reuters where generosity and a shared vision have helped nurture the next generation of change makers.”

- Dr. Sudha Kidao  
Managing Trustee, Foundation for Excellence India Trust



## Equal Justice Works

Thomson Reuters has been a longstanding partner of [Equal Justice Works](#), supporting its mission to advance justice for underserved communities for more than two decades. Since 2005, we have contributed more than \$786,000 in funding and since 2015, have sponsored seven Equal Justice Works Fellows. These Fellowships enable early-career attorneys to launch impactful, community-based legal projects while building sustainable careers in public interest law.

The impact of this support is reflected in the lasting work of the sponsored Fellows, many of whom continue to serve as public sector and public interest attorneys beyond their Fellowship terms. This year, Fellow-led initiatives have strengthened Tribal sovereignty through the development of culturally appropriate Tribal legislation and expanded voting access for eligible incarcerated individuals across multiple U.S. states. In addition to financial support, employees have deepened their engagement through leadership roles, including participation on the Equal Justice Works Annual Dinner Steering Committee, demonstrating a shared commitment to equity, access to justice, and systemic change.

"Over the past 21 years of our partnership, Thomson Reuters has played a vital role in supporting Equal Justice Works to create opportunities for lawyers and advocates to effect meaningful change in communities across the country. Thanks to their support, seven Fellows have received funding to pursue their passion for advancing access to justice in areas such as voting rights, veterans' rights, criminal justice reform, and Indigenous people's rights. We are grateful for their ongoing commitment to promoting equal justice."

– **Crystal Mojica**  
Director of Communications, Equal Justice Works

## VAANI Deaf Children's Foundation

For seven years, Thomson Reuters has partnered with [VAANI Deaf Children's Foundation \(VAANI\)](#) to help ensure that deaf children in India are not left behind. Between 2018 and 2025, Thomson Reuters provided more than \$178,000 in grant funding, alongside employee volunteer engagement. This support has strengthened both health and education outcomes, including enabling newborn hearing screening at a government hospital in Assam and supporting more than 200 deaf children and their parents through literacy, remedial education, and life skills programs.

Employees have also played a critical role in building VAANI's capacity and inclusivity through hands-on volunteerism. Teams helped develop learning materials and Information & Communication resources, contributed to the Deaf Kids Library with stories adapted into Indian Sign Language, and supported improvements to VAANI's HR processes and governance.

"VAANI's vision has always been that no deaf child is left behind. Thomson Reuters is helping us turn this vision into reality, especially in the areas where the need is greatest. We are deeply grateful to Thomson Reuters for not only fortifying the financial backbone of our organization but also for supporting us in creating pathways for deaf children to live independent, empowered, and meaningful lives."

– **Sumedha Joglekar**  
Executive Director, VAANI Deaf Children's Foundation

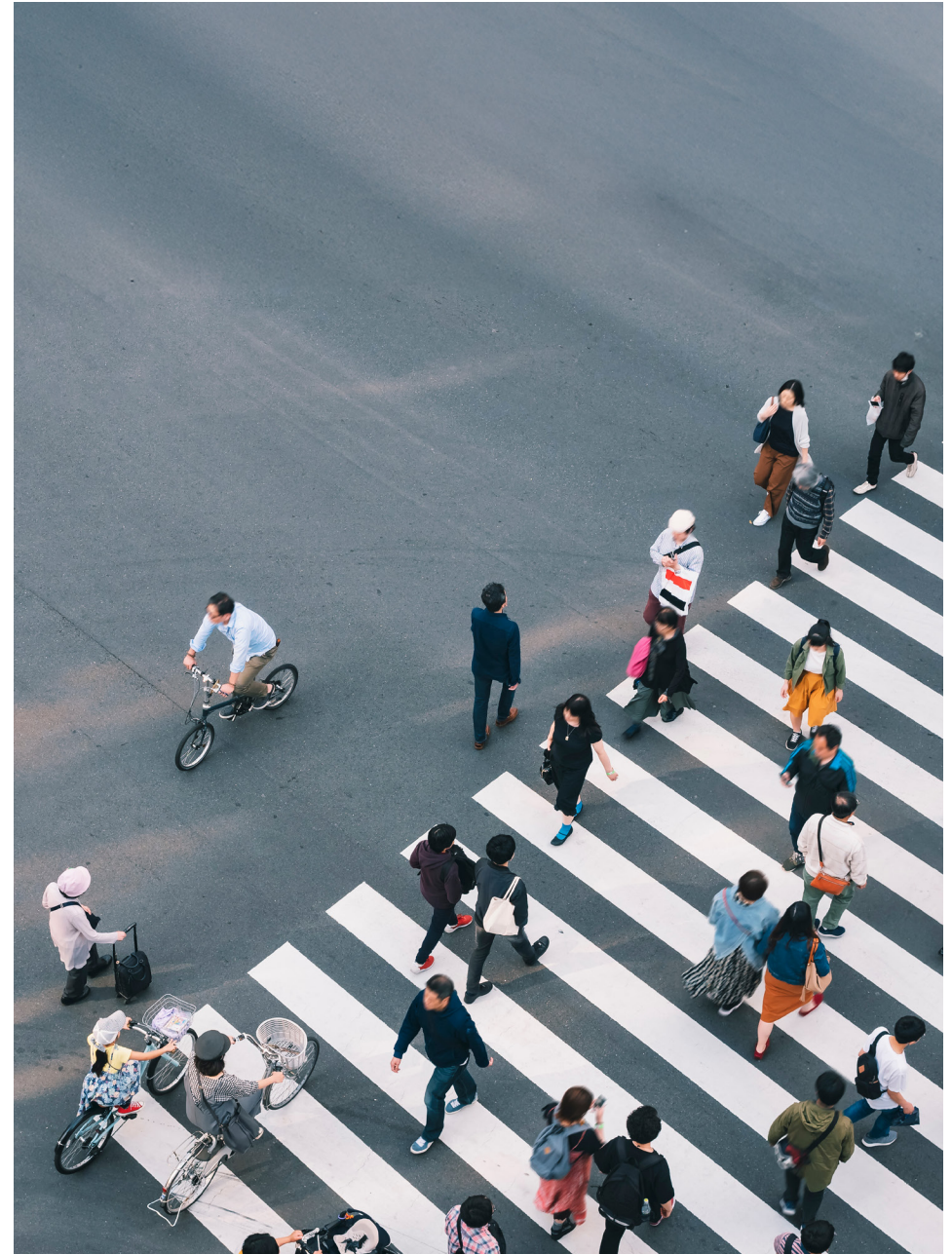
## STOP THE TRAFFIK

Since 2024, Thomson Reuters has partnered with **STOP THE TRAFFIK** to strengthen global efforts to prevent human trafficking and exploitation. Through funding totaling \$40,000, we have enabled STOP THE TRAFFIK to respond rapidly to emerging intelligence and direct resources to areas of greatest need. Over the past year, this support helped prevent the exploitation of over 1,100 people who may have otherwise been trafficked, while reaching more than 655,000 people through targeted prevention and safety campaigns.

Our support has also enhanced STOP THE TRAFFIK's data driven approach to combating exploitation. The Traffik Analysis Hub contains more than 10.8 million data points, supporting over 630 users. This data is complemented by intelligence reports informing interventions by 13 global organizations, including global financial institutions and multinational businesses.

“Unrestricted funding and support from the Thomson Reuters Social Impact Institute has helped us deliver critical safety information to those most at risk of exploitation, allowing us to counter disinformation, and promote human rights. In addition, the direct contribution of Thomson Reuters staff through Social Impact *Sprints* has accelerated several of STOP THE TRAFFIK's most pressing strategic priorities.”

– **Millie Smith**  
Head of Development and Communications, STOP THE TRAFFIK



## Unlocking opportunity for underserved communities across India

In 2013, India’s Ministry of Corporate Affairs introduced the Companies Act of 2013, requiring companies of a certain size to spend at least two percent of their average net profits from the previous year on local social responsibility initiatives. The effort has catalyzed widespread corporate investment in critical social causes.

As one of the companies subject to India’s corporate social responsibility laws, Thomson Reuters has been committed to not only meeting the threshold requirements, but also going above and beyond to share our skills, resources, and expertise with a wide variety of non-governmental organizations (NGO) doing important work to improve the lives of the people in the communities where we live and work.

Our programs supported education, skills development, and economic inclusion across several communities, including scholarships for 156 academically gifted, financially deserving students pursuing engineering and medicine, complemented by mentorship for more than 30 students and “AI for Good” learning sessions. We also provided holistic support including education, healthcare, nutrition, and parental counseling to 60 students from underrepresented communities, expanded educational and vocational services for 250 children with hearing impairment, delivered STEM learning to 100 children, and strengthened community capacity through training for mothers and frontline ASHA workers. Additional initiatives focused on early intervention and skill development for people with intellectual disabilities, mobility access and employment-focused training for 25 persons with disabilities.

This year, that work was recognized by the Global CSR, Sustainability & ESG Awards program, which named our Livelihood Program in Mumbai their Best Employment Generation Initiative of the Year. The program, which helps people with disabilities by enhancing mobility, self-sufficiency, skills training, and independence, was instrumental in helping dozens of people secure employment in 2025.

In 2025, we partnered with seven NGOs through our corporate social responsibility work in India and helped more than 2,200 beneficiaries, including 250 scholars nationwide.



## Supporting communities through the Employee Impact Grant program

The Employee Impact Grant program expands the ways our people can support the causes that matter most to them. With flexible funding priorities and grant options, the program is designed to enable employees to help nonprofits address their most urgent needs with resources that create immediate and meaningful impact. As part of our broader suite of Corporate Citizenship Programs, alongside Corporate Match and Volunteer Rewards, this program reflects our belief that engaged employees are essential to supporting their communities. By placing employees at the center of our philanthropic efforts, we reinforce a simple belief that the dedication and insight of our people drive our progress toward a better world for all.

When we support the passions and values of our employees, we help spark change in their communities. In its second year, the program provided over \$99,000 USD in funding to 45 nonprofits across 7 countries. Whether it’s providing grants to purchase scooters for veterans to offer them independence, helping to improve facilities for visually impaired youth, or supporting investigative efforts to solve cold cases of missing and unidentified persons, we’re committed to helping employees create positive, lasting impact.

## Creating impact through in-kind giving

We continued our strong relationship with Books for Africa, the largest shipper of donated text and library books to Africa. In 2025, Thomson Reuters donated ten comprehensive law libraries to Books for Africa's Jack Mason Law & Democracy Initiative, each containing 178 books and valued at nearly \$100,000, deepening our longstanding relationship. This donation builds upon the 150 law libraries that have shipped to 26 African countries throughout the history of this collaboration.

Our Global Print business offered discounted printing services to the Bella Coola Legal Advocacy Program in Canada for their Legal Information for Indigenous People National Edition Booklet. This important booklet helps Indigenous peoples and their supporters understand complex federal laws, special legal protections, and key resources related to areas like the Indian Act, child welfare, self-governance, health, and rights. The cost savings allowed the organization to channel more resources into programs that directly support the communities they serve.

Finally, we provided some of our products and services free of charge to various not-for-profit organizations to support their initiatives, including access to our Westlaw, Practical Law, HighQ, and CoCounsel products. For example, since 2010, Thomson Reuters has made our CLEAR product available to the National Center for Missing and Exploited Children in the U.S. Additionally, through our AI for Justice legal aid initiative, not-for-profit legal organizations can utilize CoCounsel Legal, our premier AI-powered legal assistant.

In-kind donations offer a meaningful way to assist organizations in need while promoting a fairer, more transparent, and sustainable global community.



## Values in action: Celebrating the Thomson Reuters Award winners

The Thomson Reuters Awards recognize colleagues who exemplify our values and deliver outstanding impact for our customers, our business, and our people. Winners demonstrate our values in action, with bold goals, decisive execution, smart risks, and continuous learning. On behalf of each winner, we make a \$10,000 donation to a nonprofit of their choice. Since its inception in 2020, \$390,000 has been donated to 41 charities across 47 winners.

The winners pioneered breakthrough AI-powered solutions, including record-time launches of Westlaw Advantage Deep Research and Ready to Advise in CoCounsel Tax, setting new standards for speed, customer-first design, and competitive advantage. Others reimaged compliance and governance to protect critical government business, safeguarded Reuters' Pulitzer-winning investigative journalism through extraordinary legal leadership, and transformed sales capability by embedding AI-first, customer-centric learning at scale. These collective achievements span technology, trust, and people, delivering measurable business results while strengthening our organization for the future.

# Thomson Reuters Foundation

The **Thomson Reuters Foundation** is an independent charity registered in the United Kingdom and the United States. It works to strengthen free, fair, and informed societies by bolstering the resilience of independent media, strengthening access to the law, and fostering responsible business practices. The Foundation leverages its unique media, legal, and data-driven expertise to deliver a range of targeted initiatives and services — including capacity-building programs, research, news, legal support, and convenings, including its flagship annual forum, **Trust Conference**.



## Strengthening civil society

A robust legal system that protects rights, promotes equality, and holds power accountable is a cornerstone of democracy. The Foundation works with lawyers, civil society, and independent media worldwide to make legal support more accessible, fostering a fair legal ecosystem that supports those looking to uphold human rights.

A central part of this work is **TrustLaw**, the world’s largest pro bono service, which facilitates access to free legal support for NGOs and social enterprises so that they can navigate challenges and continue to deliver impact.

In 2025, TrustLaw facilitated approximately \$29 million in pro bono support for civil society and media. Projects included research on climate laws and policies that informed a model law for African states, as well as comparative research on electoral reform and voting rights for Transparency International U.S.. Overall, more than 806 organizations received support to strengthen capacity and advance their missions. This year, the Foundation also released a report on the **legal needs amongst civil society organizations (CSOs)**, drawing on a survey of TrustLaw’s global network: 50% of CSOs reported rising legal needs over the last year.



## Advancing transparency and accountability on workforce issues

Corporations have enormous influence on society and face rising expectations from investors, customers, and regulators to show how they manage social and environmental issues. The Foundation offers data-driven insights to encourage responsible business practices across sectors, helping to develop economies that benefit business and people.

The Foundation’s **Workforce Disclosure Initiative (WDI)** is a leading voluntary disclosure platform that supports companies to report on how they manage people in their operations and across their supply chains. It improves accountability on workforce issues and helps companies get ahead of stakeholder expectations.

In 2025, 142 firms self-disclosed information on issues such as worker voice, diversity and inclusion, and the gender pay gap. The WDI data is shared with an investor coalition of 27 institutions collectively managing \$5 trillion in assets under management, helping to inform their stewardship and advance responsible investment decisions. The Foundation further expanded their WDI insights by analyzing publicly available ESG data from 3,000 global companies. They also extended WDI’s benefits to small and medium enterprises (SMEs).



## Hosting the world's largest dataset on corporate AI adoption

AI has the potential to benefit society, but only if it develops in ways that safeguards people and the planet. Through the [AI Company Data Initiative](#) (AICDI), the Foundation is building a global dataset on corporate AI adoption, to improve transparency, create a benchmark for best practice, and ensure there are sufficient guardrails to mitigate risk.

Launched in partnership with United Nations Educational, Scientific, and Cultural Organization (UNESCO), the AICDI — a free, voluntary survey grounded in UNESCO's Recommendation on the Ethics of AI — helps companies to understand how and where AI is being used, and its impact on people, society, the environment, and human rights.

In November, the initiative became the world's largest dataset on corporate AI adoption, compiling publicly available data from 1,000 global companies across 13 sectors, alongside engaging with leading firms to voluntarily share data.

## Trust Conference

In October, the Foundation's annual Trust Conference convened more than 750 delegates from over 40 countries to address the most pressing global challenges. Over two days, speakers explored the forces reshaping the world, how technology and power intersect, and what that means for people and society.

Speakers included Matthew Prince, CEO of Cloudflare; Michele Jawando, President of Omidyar Network; and Anne Bouverot, French President's Special Envoy for AI.

# Thomson Reuters

## Social Impact 2025 – Extended Datasheet

People data	2025	2024	2023	2022
<b>Head count</b>				
Total Employees	27,100	26,400	25,600	25,200
Americas	14,400	14,100	14,500	15,100
Europe, Middle East, and Africa	4,100	4,000	3,300	3,300
Asia Pacific	8,600	8,300	7,800	6,800

<b>Training</b>				
Total training hours	563,000	535,000	522,000	445,000
Average training hours per employee	20.8	20.2	19.8	17.6

<b>Remuneration</b>				
Total staff costs (US\$ millions)	2,670	2,623	2,494	2,636

Financial data	2025	2024	2023	2022
Revenue (US\$ millions)	7,476	7,258	6,794	6,627
Operating expenses (US\$ millions)	4,578	4,471	4,134	4,280
Depreciation (US\$ millions)	111	113	116	140
Amortization of computer software (US\$ millions)	721	618	512	485
Amortization of other identifiable assets (US\$ millions)	98	91	97	99
Other operating losses, gains, net (US\$ millions)	164	144	397	211
Operating profit (US\$ millions)	2,132	2,109	2,332	1,834
Earnings from continuing operations (US\$ millions)	1,483	2,192	2,646	1,391
Net earnings (US\$ millions)	1,502	2,207	2,695	1,338
Basic earnings per share (US\$)	3.34	4.89	5.81	2.76

Social Impact	2025	2024	2023	2022	2021
Corporate Match (US \$)	685,000	695,000	706,000	737,000	710,000
Volunteering hours	63,000	51,000	61,000	68,000	67,000
Volunteer Rewards (US \$)	668,000	485,000	Started in 2024	Started in 2024	Started in 2024
Social Impact Institute Grants (US \$)	1,378,000	1,130,000	Started in 2024	Started in 2024	Started in 2024

\* These data points contribute to SDG 1 (No Poverty), 2 (Zero Hunger), 4 (Quality Education), 5 (Gender Equality), 13 (Climate Action) and 16 (Peace, Justice and Strong Institutions).

Environment	2025	2024	2023	2022	2021
Total carbon dioxide (CO2) emissions (location - tonnes)*	46,000	61,000	64,000	64,000	59,000
Total CO2 emissions (market - tonnes)**	24,000	24,000	14,800	14,000	8,800
Scope 1***	4,600	5,700	4,000	4,200	3,900
Scope 2 (electric - location)*	22,000	37,000	49,000	49,000	50,000
Scope 2 (electric - market)**	0	0	0	0	0
Scope 2 (leased heat + other purchased energy)	50	2,300	2,400	2,500	2,800
Scope 3 (category 6 - business travel)****	19,000	16,000	8,400	7,700	2,100
Electricity used (kWh)	50,383,000	86,780,000	105,976,000	107,784,000	113,461,000
Renewable electricity used (kWh)*****	50,383,000	86,780,000	105,976,000	107,784,000	113,461,000
Emissions per US\$ million (tonnes)	6.05	8.46	9.37	9.61	9.32
% of suppliers by spend that have committed to Science Based Targets	49	46	41	33	27

In 2025, there was a methodological change in conducting the GHG calculations - we shifted to a software solution.

\* 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**

- [Social Impact Policy](#)
- [Trust Principles](#)
- [Code of Business Conduct and Ethics](#)
- [Supply Chain Ethical Code](#)
- [Environment, Health & Safety Policy](#)
- [Digital Accessibility Policy](#)
- [Modern Slavery Statement](#)
- [Data Privacy Statement](#)
- [Data Security](#)
- [Human Rights Policy](#)

**United Nations Global Compact & Sustainable Development Goals**

We are proud signatories to the UN Global Compact and our commitment the Ten Principles as underpinned by our Code of Business Conduct and Ethics. With products supporting the backbone of legal and tax systems worldwide, we work in strong support of SDG 16: Peace, Justice, and Strong Institutions. Our Inclusion and Belonging efforts support SDG 5. In addition, in 2021 our employee networks engaged in quarterly SDG focus campaigns supporting SDGs 1, 2, 4, and 13, and our commitment to SDGs 5, 12, and 13 continued to drive improvements in gender equality and our carbon footprint. Additional alignments between SDGs and our work can be seen in the metrics above and in our markets overview at [thomsonreuters.com](https://www.thomsonreuters.com)

**Additional Information**

In-depth analysis on Thomson Reuters environmental data can be found in our annual CDP disclosure at [cdp.net](https://www.cdp.net)

Specific initiatives within Community Investment, Inclusion and Belonging, and Sustainability - [thomsonreuters.com/en/about-us/social-impact/social-impact-report.html](https://www.thomsonreuters.com/en/about-us/social-impact/social-impact-report.html)

[Thomson Reuters Environmental Verification Statement](#)

**Data Security**

Accounting metric	Code	Disclosure
<b>Description of approach to identifying and addressing data security risk</b>	<b>SV-PS-230a.1</b>	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 Legal 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 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.

Data Security		
Accounting metric	Code	Disclosure
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	<p>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.</p> <p>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.</p> <p>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.</p>
Professional Integrity		
Accounting metric	Code	Disclosure
Description of approach to ensuring professional integrity	SV-PS-510a.1	<p>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 <a href="#">here</a>.</p> <p>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.</p> <p>Thomson Reuters Trust Principles are fundamental to our entire business and guide all actions of Thomson Reuters employees. The Trust Principles are published <a href="#">here</a>. 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.</p>
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Not currently disclosed

Workforce Diversity & Engagement		
Accounting metric	Code	Disclosure
(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Not currently disclosed
Employee engagement as a percentage	SV-PS-330a.3	<p>At Thomson Reuters, we all have a shared responsibility to do business in ways that respect, protect, and benefit our customers, employees, communities, suppliers, and environment. Our voluntary, employee-led engagement groups help us achieve these goals. Business Resource Groups benefit both our employees and the company's business goals.</p> <p>Global Volunteer Networks help drive volunteering efforts across our locations, by arranging volunteering activities, supporting local projects, and developing long-lasting relationships with community partners. Green Teams arrange knowledge sharing events on sustainable topics and look for ways we can change our consumption of resources.</p> <p>While we do not measure employee engagement in percentage terms, we measure and disclose other engagement and inclusion metrics. In 2025, our employees volunteered over 62,000 hours of service and committed more than \$1.2m in matching gift and volunteer grant donations. Employees also received over 563,000 total hours of training, averaging 20.8 training hours per employee.</p>

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 27,100 employees stationed throughout the world. 14,400 come from the Americas, 8,600 come from the Asian Pacific region, and 4,100 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 1, 2025 to December 31, 2025 with reference to the GRI Standards.

**GRI 1 used**

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<a href="#">Thomson Reuters Annual Report 2025 - Page 2, 18, 168</a>
	2-2 Entities included in the organization’s sustainability reporting	<a href="#">Thomson Reuters Social Impact and ESG Report 2025</a>
		<a href="#">Thomson Reuters Annual Report 2025 - Page 33, 96, 104-105</a>
	2-3 Reporting period, frequency and contact point	<a href="#">Thomson Reuters Annual Report 2025 - Page 1, 181</a>
		<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 1</a>
	2-5 External assurance	<a href="#">Thomson Reuters Annual Report 2025 - Page 97</a>
		<a href="#">Thomson Reuters CY2025 Verification Opinion</a>
	2-6 Activities, value chain and other business relationships	<a href="#">Thomson Reuters Annual Report 2025 - Page 2-13</a>
	2-7 Employees	<a href="#">Thomson Reuters Annual Report 2025 - Page 14</a>
	2-9 Governance structure and composition	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 15-18, 31-37</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 44-45</a>
	2-11 Chair of the highest governance body	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 36-37, 39</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 31-50</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 37-50</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 8</a>
	2-15 Conflicts of interest	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 47</a>
	2-16 Communication of critical concerns	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 36, 37</a>
		<a href="#">Code of Business Conduct and Ethics - Page 6-7, 44</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 15-16</a>
2-18 Evaluation of the performance of the highest governance body	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 46</a>	
2-19 Remuneration policies	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 57, 62-68</a>	

GRI STANDARD	DISCLOSURE	LOCATION
	2-20 Process to determine remuneration	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 62-63</a>
	2-22 Statement on sustainable development strategy	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 3-4, 8</a>
	2-23 Policy commitments	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 46</a>
		<a href="#">Code of Business Conduct and Ethics - Page 39-43</a>
	2-24 Embedding policy commitments	<a href="#">Code of Business Conduct and Ethics - Page 4-8</a>
	2-25 Processes to remediate negative impacts	<a href="#">Code of Business Conduct and Ethics - Page 6-7, 34, 39-40, 44</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Business Conduct and Ethics - Page 6, 34, 44</a>
	2-29 Approach to stakeholder engagement	<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 52</a>
<a href="#">Thomson Reuters Annual Report 2025 - Page 15</a>		
<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 13-15</a>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 13-14</a>
	3-2 List of material topics	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 14</a>
	3-3 Management of material topics	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 13-14</a>
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">Thomson Reuters Annual Report 2025 - Page 99-103</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">Thomson Reuters Annual Report 2025 - Page 147-152</a>
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="#">Thomson Reuters Annual Report 2025 - Page 29, 167</a>
		<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 40-43</a>
	207-2 Tax governance, control, and risk management	<a href="#">Thomson Reuters Annual Report 2025 - Page 29, 167</a>
		<a href="#">Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 40-43</a>
<b>GRI 305: Emissions 2016</b>	302-1 Energy consumption within the organization	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	302-3 Energy intensity	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	305-1 Direct (Scope 1) GHG emissions	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	305-4 GHG emissions intensity	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	305-5 Reduction of GHG emissions	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Thomson Reuters Annual Report 2025 - Page 16, 85, 147-152</a>
		<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	403-1 Occupational health and safety management system	<a href="#">Code of Business Conduct and Ethics - Page 12, 40</a>
		<a href="#">Environmental Health and Safety Policy</a>
	403-3 Occupational health services	<a href="#">Environmental Health and Safety Policy</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Environmental Health and Safety Policy</a>
	403-5 Worker training on occupational health and safety	<a href="#">Environmental Health and Safety Policy</a>
	403-6 Promotion of worker health	<a href="#">Thomson Reuters Annual Report 2025 - Page 16</a>
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">Thomson Reuters Social Impact and ESG Report 2025 - Page 43</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">Thomson Reuters Annual Report 2025 - Page 14, 15</a>
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Code of Business Conduct and Ethics - Page 39</a>
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Code of Business Conduct and Ethics - Page 39</a>
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Code of Business Conduct and Ethics - Page 39</a>

# Thomson Reuters – Task Force on Climate-Related Financial Disclosure (TCFD) Summary (2025)

## Governance

### a) Describe the board’s oversight of climate-related risks and opportunities.

The Corporate Governance Committee of the Board oversees Thomson Reuters overall approach to ESG and ensures its alignment with its long-term business strategy. The committee receives periodic updates from management to inform the evaluation of the company’s ESG strategy and progress against climate-related goals. The Corporate Governance Committee is further supported by the HR Committee as well as the Audit Committee and the Risk Committee of the Board in their areas of jurisdiction.

Through routine procedures and updates from management, the Board and its committees remain informed of Thomson Reuters sustainability priorities, the potential materiality of climate-related risks and opportunities, and the ESG regulations to which the company may be exposed. This includes active awareness of annual disclosures, including the Social Impact Report and other voluntary ESG disclosures, as well as company-wide ESG materiality assessments.

### b) Describe management’s role in assessing and managing climate-related risks and opportunities.

Thomson Reuters operational climate-related management is led by a leadership team of Thomson Reuters executives, including the Chief People Officer, representing the most senior body of executives responsible for setting and executing the company strategy. This leadership team is responsible for updating the Board and its committees on ESG topics, including climate-related risks and opportunities, and is supported by additional management bodies, including the Enterprise Risk Committee, which assesses the status of identified risks, reviews the adequacy of applicable mitigation plans, and reports these findings to the leadership team. The Social Impact Institute and Government Affairs Team oversee the ESG Contoller Function, which manages exposure to existing and emerging climate-related regulations, ensuring compliance readiness and preparedness for external reporting. The Social Impact Institute and Government Affairs Team lead the implementation of Thomson Reuters climate strategy, embedding climate initiatives within departments and business segments and engaging internal and external stakeholders.

## Strategy

### a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term

Thomson Reuters previously published the results of a comprehensive TCFD analysis in 2023. In 2025, Thomson Reuters expanded its internal assessments of climate-related risks and opportunities through several initiatives, including the completion of a comprehensive ESG double materiality assessment (“DMA”) which formally assessed the materiality of climate-related risks and opportunities, and a refreshed climate-related scenario analysis aligned with the TCFD Framework. The results of these assessments inform Thomson Reuters strategy and guide its reporting.

As part of these updated analyses, Thomson Reuters reevaluated its exposure to climate-related risks and opportunities based on its business operations, markets in which the company operates, and its position within the supply chain. As with previous years, Thomson Reuters leveraged the latest climate science and modelling data, consolidated by the Intergovernmental Panel on Climate Change (“IPCC”) Assessment Report 6 (“AR6”) to assess physical climate risks and International Energy Agency scenarios to assess climate transition risks. Qualitative and quantitative scenario analysis modelling were utilized with the goal of assessing Thomson Reuters exposure to physical and transition climate risks on the company’s operations, value chain, and strategy.

- **Physical risks** refer to risks stemming from acute and chronic changes in weather and climate. Chronic physical hazards are disruptions due to changing weather patterns over time and include water stress and sea-level rise, while acute physical hazards are singular events and include flooding, hurricanes, wildfires, and heatwaves.
- **Transition risks** are those associated with the global shift toward a low-carbon economy, encompassing potential disruptions resulting from strengthened climate policies, a changing legal landscape, and evolving market, technology, and reputational conditions.

Additionally, this process supports Thomson Reuters in the identification of climate-related opportunities that may also impact the business. In total, Thomson Reuters evaluated 19 unique risks across 5 categories (physical, market, policy & legal, reputation, technology) and 15 unique opportunities across 4 categories (market, product/services, resilience, resource efficiency) in alignment with the TCFD framework.

Exposure to climate-related risks and opportunities was assessed across short (0 – 1 years, up to 2026), medium (1 – 3 years, up to 2028), and long-term (3 – 30 years, up to 2055) time horizons, with the expected level of financial impact at each time horizon delineated in Table 2 below. The selected time horizons align with Thomson Reuters existing risk management and strategic planning, and facilitate the evaluation of financial and operational impacts over time.

## Climate Scenario Analysis

### Physical Risks

The scope of physical scenario analysis captured Thomson Reuters global real estate portfolio of 56 key sites representing 94.4% of total square footage. Exposure to acute (wildfire, hurricanes, flooding, heatwaves) and chronic (water stress, sea level rise) hazards were quantitatively mapped across each time horizon and under two different IPCC scenarios, as detailed in the table below.

Table 1. Selected IPCC AR6 Climate Scenarios

Scenario	Global Temperature Rise Outcome	Description	Rationale
<b>SSP5-8.5: Fossil-fueled development</b>	<b>~4.6°C by 2100</b>	Rapid technological advancement coexists with heavy resource exploitation	Allows Thomson Reuters to explore possible exposure to physical climate hazards under a <b>worst-case</b> scenario
<b>SSP2-4.5: Middle of the road</b>	<b>~2.7°C by 2100</b>	Continued technological advancement coexists with lessened resource exploitation	Allows Thomson Reuters to explore possible exposure to physical climate hazards under a <b>middle of the road</b> scenario

Assessment results highlighted areas in Thomson Reuters portfolio that would be exposed to specific hazards across the short, medium, and long terms. As detailed in Table 2 below, the evaluation of projected physical climate risks confirmed that physical climate risks are not expected to have a material impact on the business at any assessed time horizon.

**Transition Risks**

Thomson Reuters transition scenario analysis explored the risk types put forth by the TCFD framework, including potential disruptions related to policy & legal changes, updates to technology, evolving market trends, and expected reputational impacts as it pertains to customers and other stakeholders. In addition, Thomson Reuters conducted two other bespoke assessments to support and underpin the transition analysis findings:

- **Carbon pricing analysis** projected Thomson Reuters potential financial exposure to future carbon prices as described by the IEA Net Zero 2050 (“IEA NZ 2050”) scenario, which represents an ambitious 1.5°C scenario with elevated associated transition risks. Projections of multiple Thomson Reuters future global emissions pathways were mapped against geographically specific carbon price projections, with jurisdictions with advanced economies and net-zero emissions pledges associated with higher carbon prices. Thomson Reuters carbon pricing modelling reaffirmed that carbon pricing risks are not expected to be material at any time horizon under any of the assessed scenarios.
- **Value chain maturity evaluation** provided an enhanced understanding of Thomson Reuters potential exposure to transition risks stemming from key customers and suppliers. A selection of key customers and suppliers were assessed across 7 metrics related to climate maturity to identify potential vulnerabilities within the value chain. Higher supplier maturity is associated with reduced risk of climate-related service disruptions and pass-through costs, while higher customer maturity is associated with heightened market expectations for Thomson Reuters climate performance, which could potentially increase reputational or market-based transition risks.

**b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.**

As part of the 2025 enterprise-wide ESG double materiality assessment, the anticipated financial impacts of climate risks and opportunities were formally assessed against Thomson Reuters financial materiality threshold, utilizing the assessment methodology of Thomson Reuters Enterprise Risk Management (ERM) Framework. The 2025 DMA affirmed that climate-related risks and opportunities are not expected to be financially material, based on input from subject matter experts from across the company.

Furthermore, as part of the 2025 TCFD assessment, Thomson Reuters leveraged additional insights from a cross-functional group of senior members of Thomson Reuters global workforce, reflecting the perspectives of numerous key functions. These findings were combined with those of the 2025 DMA to further evaluate the projected expected climate-related business impacts, categorizing each of the 34 assessed risks and opportunities into one of 5 impact bands defined in the ERM Framework based on qualitative and quantitative measures of financial magnitude, likelihood, and existing mitigation efforts.

The TCFD business impact analysis substantiated the conclusion that climate risks and opportunities are not projected to have a material short-, medium- or long-term financial impact on Thomson Reuters business (per the financial materiality threshold, nothing rated Moderate or lower can be considered financially material). Presented below in Table 2 are 7 risks that are considered the most salient for the company, as well as the most salient opportunity, based on the results of this analysis.

**Table 2. Key Climate-related Risks and Projected Business Impacts Across Time Horizons**

Risk Category	Risk Description	Short (2025-2026)	Medium (2026-2028)	Long (2028-2055)	Risk Mitigation
Physical	Indirect Physical Risks - Supplier Disruption	Low	Low	Moderate	Thomson Reuters builds resilience to increased operational costs and decreased revenues from supply chain disruptions through the use of supplier risk assessments and active engagement with suppliers on climate-related issues across a global geographic scope. Several key suppliers employ climate risk mitigation measures and build in redundancy for service disruption. These measures complement Thomson Reuters existing disaster recovery and business continuity plans.
Physical	Direct Physical Risks - Operational Disruption	Insignificant	Insignificant	Low	Thomson Reuters mitigates the risk of increased lease premiums due to climate hazard exposure through robust business continuity and disaster recovery planning, flexible short-term lease structures, and a transition to cloud-based services that reduce reliance on physical infrastructure. Thomson Reuters geographically diverse operations and climate-informed site selection help minimize exposure to acute and chronic risks while maintaining operational resilience and cost efficiency.

Risk Category	Risk Description	Short (2025-2026)	Medium (2026-2028)	Long (2028-2055)	Risk Mitigation
Reputation	Stakeholder Reputational Risk	Insignificant	Low	Low	Thomson Reuters maintains a strong climate reputation through transparent reporting, including the annual Social Impact Report, and the company's commitment to global Science Based Targets. As climate considerations are increasingly integrated into core business strategy, continuous stakeholder engagement ensures alignment, accountability, and resilience, helping safeguard Thomson Reuters reputation even amid evolving expectations.
Market	Supplier Market Risk - Pass Through Costs	Insignificant	Low	Moderate	Thomson Reuters mitigates exposure to pass-through costs through a validated Scope 3 supplier engagement Science Based Target and a supplier screening process that ensures alignment with Thomson Reuters climate commitments. A significant number of Thomson Reuters suppliers operate in non-carbon-intensive sectors, making them less likely to be impacted by carbon pricing regulations. This lowers the risk of cost escalation due to regulatory pressures, while ongoing engagement efforts help drive climate action and transparency across the value chain.
Market	Customer Market Risk - Market Shifts	Insignificant	Insignificant	Insignificant	Thomson Reuters mitigates revenue risk from rising ESG expectations by leveraging its validated global Science Based Targets and conducting regular sustainability exercises such as GHG management, TCFD analyses, voluntary ESG disclosures, and DMA assessments. These efforts, combined with a supplier screening process and proactive ESG integration into business strategy, position Thomson Reuters to adapt to evolving customer requirements.

Legend ● Insignificant ● Low ● Moderate ● Significant ● Major

Risk Category	Risk Description	Short (2025-2026)	Medium (2026-2028)	Long (2028-2055)	Risk Mitigation
Policy & Legal	Policy Risk – Mandatory Climate Reporting Requirements	Low	Low	Low	Thomson Reuters is proactively preparing for evolving climate disclosure regulations through compliance readiness initiatives, including a cross-functional ESG regulations tracker developed by the Social Impact Institute and Legal Team which will be integrated into the broader ERM Framework to support regulatory preparedness. Through early engagement and transparent practices, regulatory preparedness is being strengthened to minimize cost and complexity.
Technology	Technology Risk - Adoption of Low Emissions Technology	Insignificant	Insignificant	Low	As Thomson Reuters leases the majority of its operating locations, direct influence over the implementation of low-emissions technologies is limited. However, based on financial thresholds, associated electricity cost impacts have been assessed as insignificant. Where feasible, opportunities to collaborate with landlords and explore energy-efficient upgrades are being considered to align with evolving regulatory expectations and sustainability goals.

Legend ● Insignificant ● Low ● Moderate ● Significant ● Major

Table 3. Key Climate-related Opportunity and Potential Business Impacts Across Time Horizons

Opportunity Category	Opportunity Description	Short (2025-2026)	Medium (2026-2028)	Long (2028-2055)	Current Strategy
Products/ Services	Market Demand - Increased Revenue and Strengthened Customer Relationships through the Growth of ESG Product and Service Innovation	Low	Low	Moderate	Although ESG-related products and services currently represent a small part of Thomson Reuters' revenue stream, growth potential has been identified based on the insights shared by the Product and Strategy Teams. Thomson Reuters is prepared to respond quickly to capture this opportunity.

Legend ● Insignificant ● Low ● Moderate ● Significant ● Major

**c) Describe the resilience of the organization’s strategy**

Throughout the 2025 TCFD analysis, Thomson Reuters adhered to certain climate scenarios to ensure that the climate risk and opportunity analysis is forward-looking and robust against varying circumstances. Transition-related risks are largely mitigated via Thomson Reuters validated science-based targets, regular stakeholder engagement, and consistent ESG disclosures. These efforts shape Thomson Reuters climate strategy and ensure its continued alignment with a dynamic global business landscape.

With Thomson Reuters’ focus on primarily digital products and services for its customers, the business strategy is inherently resilient to multiple climate-related scenarios as it is less exposed to transition risks like price increases in raw materials or energy. The use of cloud-based models for data services also ensures the resiliency of digital services by limiting the exposure of data to physical climate-related impacts. Operationally, Thomson Reuters pursues operational leases in premium office locations with efficient building systems, which helps mitigate the risks associated with physical climate risks as well as mandates on use of low-emissions technologies. Overall, the ERM Framework and site-level facilities monitoring (including monthly reviews on internal energy monitoring) enables the identification of adaptation measures needed across global facilities.

**Risk Management****a) Describe the organization’s processes for identifying and assessing climate-related risks****c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management**

Thomson Reuters uses an industry standard approach for assessing climate-related risks and their potential impacts, leveraging the company’s enterprise risk management (ERM) process. On an annual basis, members of the Risk & Compliance Team partner with leaders across each business division and enabling function within Thomson Reuters to identify and categorize key risks, which includes consideration of climate-related risks, using a standardized risk taxonomy. Risks are then evaluated and top risks for the company are identified. Material risks and mitigation strategies are monitored, assessed, and reported to both senior executives and the Board Risk Committee on a quarterly basis. Emerging risks, including climate-related risks, are also monitored and formally assessed quarterly. Thomson Reuters 2025 double materiality assessment and TCFD analysis serve as additional layers of comprehensive identification and assessment of climate-related risks. As with other types of risks, climate-related risks that are identified through these analyses are included in the same manner through categorization within the Enterprise Risk Taxonomy. This integration into the organization’s overall risk management framework allows for climate-related risks to be considered, managed, and reported in a consistent style with their non-climate-related counterparts.

**b) Describe the organization’s processes for managing climate-related risks**

As material risks are identified and assessed through the Enterprise Risk Management process, the Risk & Compliance team reports these to the Enterprise Risk Committee, comprised of senior executives, as well as the Risk Committee of the Board. While no climate-related risk has yet been found to be material, these governance bodies are briefed on Thomson Reuters most salient climate-related risks. Key climate-related risks which could result in operational impacts to Thomson Reuters and its facilities across the globe are addressed through the Business Continuity and Disaster Recovery Program, which ensures consistent planning across all business units. This program is designed to address disruptions of varying scope from business unit or site level incidents to large-scale, multiple-location events. The Enterprise Resiliency Team provides governance and counsel to business units worldwide to ensure that business continuity and disaster recovery planning is performed consistently across the entire company. Potential physical climate-related risks are also evaluated by the Real Estate and Facilities Teams and are addressed on a site-by-site basis. Climate-related risks located within the value chain, such as potential supply chain disruptions, are addressed through a set of controls embedded within the procurement process. As part of the onboarding journey, suppliers are evaluated across several risk domains including climate risk, and are expected to adhere to the Thomson Reuters Supply Chain Ethical Code.

**Metrics and Targets****a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process****b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks****c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets**

Relevant metrics used by Thomson Reuters to assess climate-related risks and opportunities in line with our strategy and risk management processes, including metrics related to our greenhouse gas emissions, are captured on page 43 in the “Environment” table in the Appendix of our Social Impact Report. Our targets are captured on page 26.

