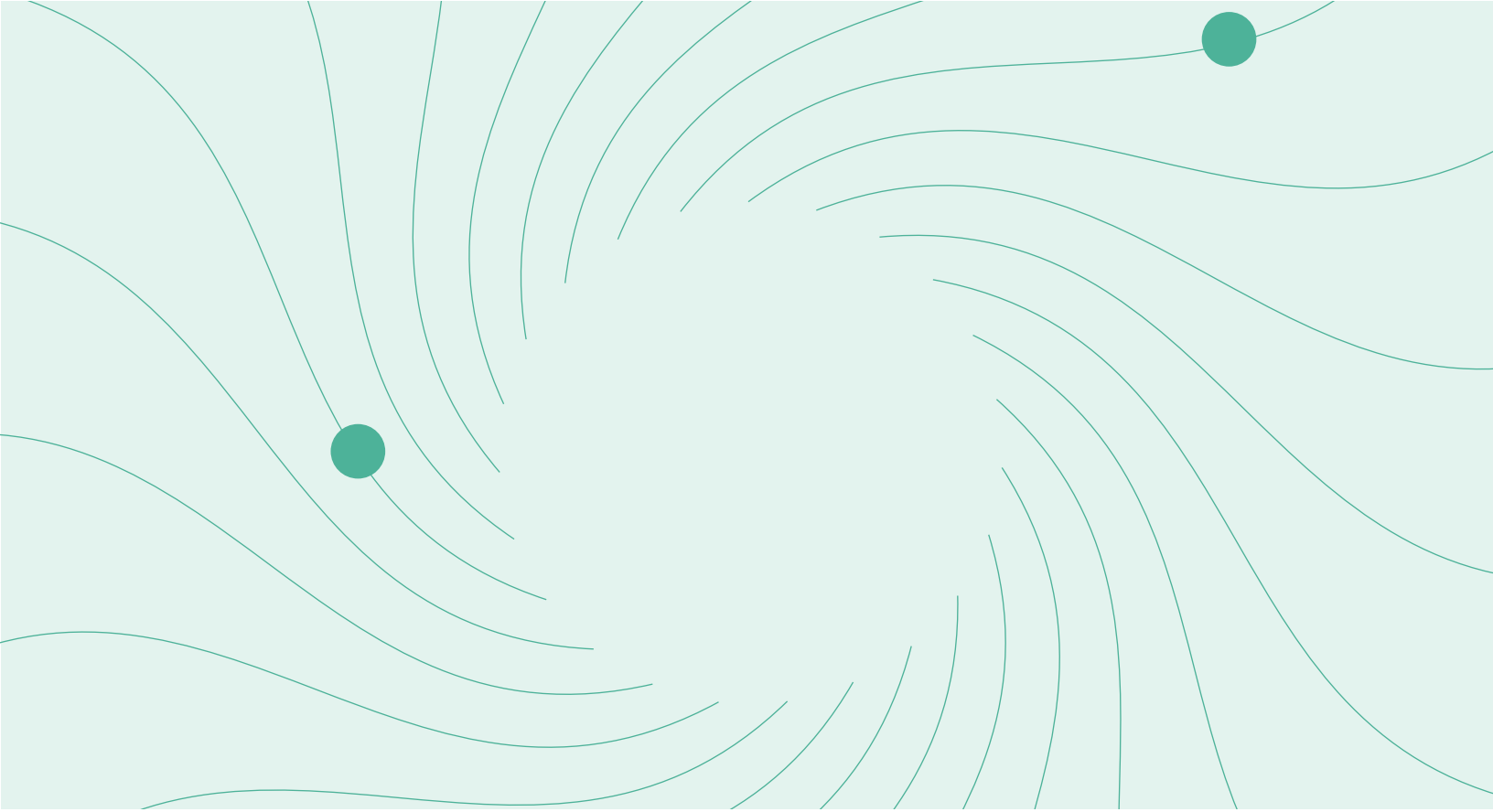


# Thomson Reuters Human Rights Statement



<b>Policy Owner:</b>	Vice President, Government Affairs & ESG	<b>Date Issued:</b>	March 2023
<b>Executive sign off:</b>	Chief Legal Officer & Corporate Secretary; Chief People Officer	<b>Last Updated:</b>	May 2026
<b>Issued by</b>	The Social Impact Institute	<b>Review Cycle:</b>	Annual
		<b>Classification:</b>	Internal / Confidential (until released)

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# CEO STATEMENT

At Thomson Reuters, we believe that upholding human rights and treating people with dignity and respect is fundamental to our [Purpose](#) of informing the way forward. We do this by delivering trusted content and technology that professionals and institutions need to make vital decisions every day. How we conduct ourselves is just as important as the work we do.

Our Trust Principles and our Code of Business Conduct and Ethics reflect our ethical values as an organization and our approach to doing business. Our Human Rights Statement is an extension of those commitments and exemplifies our understanding of the fundamental human rights of all, our commitment to respecting those rights and our approach to managing human rights issues. We actively foster a respectful, safe, and inclusive work environment and hold ourselves and those we do business with accountable and to the highest standards.

Thomson Reuters position on human rights is informed by our endorsement of the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact (UNGC) and our commitment to respect international human rights principles and standards. Every employee is expected to understand and comply with this Policy.

We strive to make positive contributions in the world. Our Human Rights Statement is one more way we seek to inform our colleagues, our customers, our shareholders and those in the communities where we operate and do business, of our commitment and approach to human rights.

## **Steve Hasker**

President and Chief Executive Officer

**Thomson Reuters**

## CONTEXT

### 1.1 Purpose

As a leading provider of content and technology that powers professionals and institutions, Thomson Reuters is a global company that is led by our values and guided by our [Trust Principles](#), including our duty to operate with integrity, independence, and freedom from bias. Trust is at the heart of everything we do, and we work diligently to protect it. We understand how our actions impact others and we strive to do the right thing for the right reasons to generate the right outcome and make a positive difference for our colleagues, our customers, our shareholders, and the communities where we operate and do business. Foundational to this commitment is respect for human rights in every aspect of our business. The purpose of this document is to build on these foundations and articulate Thomson Reuters commitment to internationally recognized human rights and fulfill our responsibility according to the [United Nations Guiding Principles on Business and Human Rights](#) (UNGPs).

### 1.2 Scope

Thomson Reuters is committed to respecting all internationally recognized human rights of our employees, data subjects, end-users (customers), workers in our supply chain, and those in the communities in which we operate. We work to avoid infringing on human rights, address adverse impacts that we may cause or contribute to, and mitigate impacts that are directly linked to our operations, products, or services by business relationships with third parties.

As one of the only companies in the world that helps our customers pursue justice, truth, and transparency, we work together to help uphold the rule of law, turn the wheels of commerce, catch bad actors, report the facts, and provide trusted, unbiased information to people all over the world. Through our people, products, and partnerships, we continue to make strides in tackling some of the most vexing human rights challenges. Further information on our relevant partnerships is provided in our [Social Impact and ESG Report](#).

Thomson Reuters position on human rights is informed by our endorsement of the UNGPs, as well as our commitment to the [International Bill of Human Rights](#) (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) as well as the rights contained within the core [International Labour Organization](#) conventions, and the [Ten Principles of the UN Global Compact](#).

The Policy applies to all Thomson Reuters employees (including full-time, part-time, and term employees), contractors, consultants, and applicable third parties. Contractors and consultants shall abide by Thomson Reuters Policy documents unless otherwise agreed to and documented between Thomson Reuters and its third-party supplier. We expect our business partners and suppliers to uphold the standards articulated in this Policy, supported by the [Supply Chain Ethical Code](#).

We abide by all applicable laws and regulations. This Policy will be reviewed and published annually on the Thomson Reuters Social Impact Institute's homepage.

### 1.3 Reference Documents

- [Thomson Reuters Purpose](#)
- [Thomson Reuters Trust Principles](#)
- [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#)
- [International Bill of Human Rights](#)
- [International Labour Organization](#)
- [UN Global Compact](#)
- [Thomson Reuters Social Impact & ESG Report](#)
- [Thomson Reuters Supply Chain Ethical Code](#)
- [Thomson Reuters Modern Slavery Act Statement](#)
- [ESG Materiality Assessment Summary](#)
- [Thomson Reuters Proxy Circular](#)
- [Thomson Reuters Code of Business Conduct and Ethics](#)
- [Thomson Reuters Data and AI Ethics Principles](#)

## POLICY PRINCIPLES

### a. Policy Principles

Our business impacts people across the value chain. We are committed to assessing the impacts of our business activities and prioritizing actions to address adverse human rights impacts, guided by the framework set forth in the UNGPs.

As informed by our 2025 human rights saliency and impact assessments, we focus our efforts on addressing impacts in our engagements with our primary rightsholder groups: our business partners and suppliers, our people, our data subjects and customers, and our communities (see below). This understanding informs our human rights strategy and roadmap.

Human Rights Statement

## Human Rights Impact Assessment

The findings of our 2025 HRIA were largely similar to our 2022 assessment, with the exception of Artificial Intelligence being identified as a common risk vector across rightsholder groups, and reduced risk ratings associated with specific salient risks for employees, data subjects, end users/customers, communities/societies and supply chain workers

### Priorities are categorized by rightsholder group (in alphabetical order)

Our priorities resulting from the HRIA focus on salient risk areas and continue to:



**Communities and Societies:** Work to ensure our operations and products do not undermine access to fair and public processes; seek to leverage our work with the courts to improve access to justice; work to reduce the environmental footprint of our operations in support of communities' right to a clean and healthy environment; and work to ensure that AI and data-driven tools uphold the presumption of innocence.



**Data Subjects:** Work to strengthen privacy protections and data governance practices; work to identify and mitigate bias and discrimination in data-driven and algorithmic systems; work to enhance/improve our cybersecurity requirements/systems to safeguard sensitive consumer data from data breaches; and help ensure that data subjects have awareness of the process to access, correct and delete data to ensure no harm to individuals.



**Employees:** Work to provide equal career opportunities and pay through global pay reviews; work to provide tools to upskill workforce in changing AI landscape; enhance AI literacy programs focused on responsible use; and work to further ensure the safety of all employees with special emphasis on Reuters journalists who serve in conflict-affected and high-risk areas.



**End Users / Customers:** Work to enhance transparency and user controls around data collection and privacy; work to ensure our products do not adversely affect users' livelihoods or access to economic opportunity; and work to uphold users' freedom to seek, receive, and impart information through responsible content and platform governance.



**Supply Chain Workers:** Work to ensure that all workers in Thomson Reuters Supply Chain are treated with respect and dignity, that all suppliers comply fully with all employment laws, abide by our Supply Chain ethical code, and share our commitment to human rights.



## 2.1.2 Governance and Integration

At Thomson Reuters, our company-wide approach to managing human rights is monitored and coordinated by our Environmental, Social, and Governance (ESG) team, which is part of the Social Impact Institute. It works with the Human Rights Steering Committee, a cross functional team of leaders and specialists (enterprise risk management, operations and technology unit, people function, supply chain management, etc.) who are charged with embedding human rights due diligence across the enterprise. Executive sponsorship and accountability for human rights lies with the Chief People Officer and Chief Legal Officer & Corporate Secretary.

ESG matters, including human rights issues, are overseen by the Board of Directors and its Committees. The Corporate Governance Committee provides overall ESG oversight and coordination amongst the Board of Directors' four standing Committees. The roles and responsibilities of committees are communicated annually in our [Proxy Circular](#).

ESG matters, including human rights, are integrated into the Enterprise Risk Management (ERM) process at our company. The ERM is designed to ensure that Thomson Reuters is effectively managing risks which may prevent the realization of strategic business objectives and assist the Board and its committees with oversight responsibility for risk management. This includes the approach and guidelines relating to:

- identifying the most significant operational, strategic, trust, financial and other risks in each of our business segments and corporate functions, considering both the

external environment as well as internal changes related to structure, strategy, people and processes;

- assessing which of these risks individually or together with other identified risks could have a significant impact on Thomson Reuters as an enterprise if they were to materialize; and
- development and implementation of action plans for the enterprise's most significant risks and review them periodically at a corporate and Board level.

Additionally, we regularly review and update our human rights management process and make efforts to effectively integrate rights-respecting decision making across the company through awareness-raising activities, guidance, and tools for employees. We also have policies and procedures that reinforce the company's commitment to human rights, such as the [Code of Business Conduct and Ethics](#), supplier onboarding and due diligence processes, and the [Modern Slavery Act Statement](#). We actively review best practices for identifying and mitigating human rights risks.

### 2.1.3 AI Governance

Thomson Reuters has been leading the way on developing standards for responsible AI that will both guide future technology development and safeguard end-users. Our detailed [Data and AI Ethics Principles](#) outline the specific priorities governing our development of AI-enabled technologies and our AI Ethics Advisory Committee, a cross functional team of experts that works to ensure that we identify and mitigate the ethical risks which includes risk to human rights of AI products before we develop them in-house or purchase them from third-party vendors.

Our use of Large Language Models (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 employees are encouraged to use the internal application for relevant product development. Moreover, in 2024, we made a commitment to all current and potential customers that their confidential information would not become output for a third party, meaning that we won't allow a customer's data to be used to train a third party LLM. Since it's our collective duty to help ensure that this powerful technology — with its potential impact on nearly all facets of society, culture, and the economy — is developed and used responsibly, we further called on other companies to make this same commitment.

### 2.1.4 Due Diligence

We conduct ongoing human rights due diligence in line with the UNGPs to identify and address actual and potential human rights impacts. This process is overseen by the Human Rights Steering Committee and assigned to relevant Business Units and other Enabling Functions. We are also committed to conducting a company-wide saliency and impact assessment every three years.

### 2.1.5 Performance & Reporting

Our approach to human rights is one of integration, continuous learning, and improvement. We track the progress and effectiveness of our human rights strategy integration and continuously evaluate performance through the Human Rights Steering Committee. We share information about our human rights efforts in our Social Impact and ESG Report and in this Human Rights Policy. Our human rights efforts are also reflected in other policies and reporting, including in our Code of Business Conduct and Ethics, Supply Chain Ethical Code, and Modern Slavery Act Statements.

### 2.1.6 Stakeholder Engagement

Thomson Reuters is committed to ongoing engagement with stakeholders and potentially affected rightsholders and/or their legitimate representatives. This includes internal stakeholders (such as employees, journalists, and contractors) and external stakeholders (such as shareholders, customers, academics, and other civil society groups). We also collaborate in dialogue and industry forums to advance human rights within our sphere of influence.

### 2.1.7 Grievances and Access to Remedy

Thomson Reuters values open communication, transparency, and accountability. We provide access to grievance mechanisms and encourage reporting of unethical or illegal conduct and potential violations of our Code of Business Conduct and Ethics. Questions and concerns can be submitted by anyone, including our employees, suppliers, suppliers' employees, and members of the public. Options for reporting grievances include company managers, Human Resources, company lawyers, the Enterprise Compliance team, or the [Code of Business Conduct and Ethics Hotline](#). The Hotline allows anonymous submission, and confidentiality will be maintained to the fullest possible extent. Further information is available in the Code of Business Conduct and Ethics. Retaliation is strictly prohibited. In situations where Thomson Reuters is found to have caused or contributed to adverse human rights impacts, we will provide appropriate remedial action.

## ROLES AND RESPONSIBILITIES

<Addition to those outlined in the TR Global Policy>

Key Roles and Responsibilities	
Role	Responsibilities
<b><u>Policy Owner</u></b> Vice President, Government Affairs & ESG	Responsible for ensuring Policy documents are aligned with the principles outlined in this policy and the processes defined in the Policy Management Standard and Procedures. Responsible for developing a communication and implementation plan for the Policy document. Ensures that the policy document is reviewed at the stated frequency and that the right monitoring and compliance is in place.
<b><u>Approval Authority</u></b> Chief People Officer and Chief Legal Officer & Corporate Secretary	Responsible for the review and approval of policy documents.
Risk & Compliance (R&C) function	While the Chief People Officer and Chief Legal Officer & Corporate Secretary have executive oversight and the Social Impact Institute owns this Policy, the Risk & Compliance (R&C) function owns the Policy Governance Framework and is responsible for the governance of enterprise policies. The R&C function is consulted and informed by policy owners during the development, approval, publication, and retirement of policy documents. Additionally, the R&C function is also responsible for the Policy Exception process.