

Thomson Reuters

Social Impact 2025 - Extended Datasheet

People data	2025	2024	2023	2022
Head count				
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

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

Remuneration				
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

Additional Information

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

Specific initiatives within Community Investment, Inclusion and Belonging, and Sustainability - thomsonreuters.com/en/about-us/social-impact/social-impact-report.html

[Thomson Reuters Environmental Verification Statement](#)

Data Security

Accounting metric	Code	Disclosure
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We implement a wide range of security policies, standards, technology, and practices, which are integrated in our overall enterprise risk management framework. Under the leadership of our Chief 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 here.</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 here. The Trust Principles include a requirement that the integrity, independence, and freedom from bias of Thomson Reuters shall at all times be fully preserved, as well as other principles.</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