

COMMUNITY SUPPORT POLICY

Thomson Reuters, the world's leading source of intelligent information for businesses and professionals, operates to a policy of corporate responsibility which commits us to underlying responsibilities in the way we deliver our business. Our commitment to the communities in which we live and work is delivered through various programs which have been established to ensure robust, consistent and sustainable community and societal support.

This policy outlines the different ways in which Thomson Reuters as a global organization supports our communities. The programs outlined below ensure that we are committing to causes which our employees are passionate about through the sharing of time, skills and financial support.

RECOGNIZED CHARITIES AND COMMUNITY ORGANIZATIONS

Through this policy and our programs, we support organizations that are registered as charities or not-for-profit or tax exempt organizations and that are consistent with our values.

VOLUNTEERING

Thomson Reuters encourages staff from across the business to take part in community volunteering activities for recognized charities and community organizations. To enable this we offer all regular full-time and part-time* employees time off with pay for 2 days or 16 hours per calendar year (pro-rated for part-time staff).

*Part-time employees are eligible if their regularly scheduled hours are 20 or more per week.

MATCHING GIFTS

Thomson Reuters supports our employees' charitable efforts through our Matching Gifts program. Open to all regular staff, personal donations and fundraising efforts to registered charities or accredited schools can be matched by the company dollar for dollar from US \$50 to a maximum US \$1,000, or the equivalent in your local currency, per calendar year.

Matching Gifts can be applied for using My Matching on the My Community tool.

DOLLARS FOR DOERS

We recognize that many employees regularly volunteer their time to charitable organizations and we believe these efforts should be equally recognized and rewarded. Through our Dollars for Doers program your volunteer efforts can translate to dollars and go towards your US \$1,000 matching limit.

Here's how it works:

IF YOU WANT TO ONLY VOLUNTEER: Use Dollars for Doers: If you volunteer 40 hours during a 12 month time frame to one charity, you can apply for a total of a US \$1,000 grant to that charity. It does not have to be all one charity, if you volunteer 20 hours at one charity and 20 hours at another charity during the 12 month period, you are able to request US \$500 grants for both organizations.



IF YOU WANT TO VOLUNTEER AND GIVE A CHARITABLE DONATION: For the first time you can use any combination of the Dollars for Doers and Matching Gifts programs to get to the maximum of US \$1,000 available to each regular employees. For example, employees who opt for one \$500 Dollars for Doers grant have the option of using US \$500 towards matching gifts.

IF YOU CHOOSE TO ONLY GIVE A CHARITABLE DONATION: If you are not volunteering at an eligible organization or choose to donate your money in lieu of time, you can still request a matching gift of up to US \$1,000 for a registered charitable organization.

To apply for the Dollars for Doers and Matching Gifts Program visit the My Community site.

MY GIVING

Payroll giving is an easy and affordable way to support the causes you care about most by making a one-time payroll deduction or by setting up regular ongoing contributions. It's flexible so you can stop or start your charitable contribution, add new organizations or simply change the amount you want to give. This program is available in some of our global locations.

COMMUNITY CHAMPION AWARDS

Our flagship program offers employees the opportunity to have their personal volunteering commitments recognized and rewarded by the company.

DISASTER RELIEF

In the event of a disaster that has a devastating effect on a populated area, the Executive Committee, the Thomson Reuters Foundation and the Corporate Responsibility team will all discuss the most appropriate method for support to those affected.

THOMSON REUTERS FOUNDATION

The Thomson Reuters Foundation is the charitable arm of our business and is committed to empowering people in need around the world with trusted information and free legal assistance. A registered charity in the United States and United Kingdom, the Foundation leverages the skills, values and expertise across Thomson Reuters to promote the rule of law, save lives in disasters and improve standards of journalism.

You can read more about their work on [trust.org](https://www.trust.org).

SPONSORSHIP

Our corporate sponsorship agreements deliver against a variety of objectives including building brand awareness, bringing our products to life, providing world-class client engagement opportunities and the ability to align with our Corporate Responsibility strategy. We constantly look for ways in which our sponsorships can work with our Community Support Policy to the benefit of the wider community on both a global and a local level.

GRANT GIVING

We have limited capacity to provide grants to charitable causes and do not accept unsolicited requests for funding outside of the established programs mentioned within this policy. Any adhoc funding should be agreed upon in advance with your local Corporate Responsibility team.



THOMSON REUTERS

The company will not support employee efforts for organizations that discriminate; organizations, private foundations, or programs that fund terrorist groups or activities; political causes, candidates, organizations or campaigns; or religious organizations for denominational or religious purposes. The company reserves the right also to withhold support for other charities or for particular campaigns that it deems violates the spirit of any of the above exclusions.

Employees must adhere to our core values and Trust Principles which define our corporate commitment to the communities in which we live and work.

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

