SOCIAL / IMPACT **2023**

People data	2023	2022	2021	2020
Headcount				
Total employees	25,600	25,200	24,400	24,000
Americas	14,500	15,100	14,700	15,300
Europe, Middle East, and Africa	3,300	3,300	3,600	3,600
Asia Pacific	7,800	6,800	6,100	5,100
Training				
Total training hours	522,000	445,000	451,000	480,000
Average training hours per employee	19.8	17.6	18.7	19.6
Remuneration				
Total staff costs (US$ millions)	2,494	2,636	2,698	2,468
Gender representation[1]				
All employees – male | female	53% | 47%	53% | 47%	53% | 47%	54% | 46%
New hires (all levels) – male | female	53% | 47%	54% | 46%	52% | 48%	53% | 47%
Senior executives – male | female	54% | 46%	55% | 45%	60% | 40%	66% | 34%
Director/VP – male | female	58% | 42%	59% | 41%	59% | 41%	61% | 39%
Managers – male | female	57% | 43%	57% | 43%	56% | 44%	57% | 43%
Racial/ethnic representation[2]				
All employees – white | racial/ethnic diversity	**69% | 24%**	**69% | 24%**	**71% | 22%**	**69% | 21%**
Asian+	11%	10%	9%	Started in 2021
Black or African+	8%	6%	5%	Started in 2021
Hispanic or Latino+	< 5%	< 5%	< 5%	Started in 2021
Middle Eastern or North African+	< 5%	< 5%	< 5%	Started in 2021
Native or Indigenous+	< 5%	< 5%	< 5%	Started in 2021
White or European+	69%	69%	71%	Started in 2021
Multiracial	< 5%	< 5%	< 5%	Started in 2021
New hires (all levels) – white | racial/ethnic diversity	**63% | 34%**	**58% | 37%**	**63% | 34%**	**63% | 27%**
Asian+	12%	14%	16%	Started in 2021
Black or African+	12%	11%	7%	Started in 2021
Hispanic or Latino+	< 5%	< 5%	< 5%	Started in 2021
Middle Eastern or North African+	< 5%	< 5%	< 5%	Started in 2021
Native or Indigenous+	< 5%	< 5%	< 5%	Started in 2021
White or European+	63%	58%	63%	Started in 2021
Multiracial	5%	7%	6%	Started in 2021

Racial/ethnic representation[2] (continued)	2023	2022	2021	2020
Senior executives – white | racial/ethnic diversity	**67% | 16%**	**68% | 17%**	**65% | 21%**	**71% | 17%**
Asian+	9%	13%	15%	Started in 2021
Black or African+	< 5%	< 5%	< 5%	Started in 2021
Hispanic or Latino+	< 5%	< 5%	< 5%	Started in 2021
Middle Eastern or North African+	< 5%	< 5%	< 5%	Started in 2021
Native or Indigenous+	< 5%	< 5%	< 5%	Started in 2021
White or European+	67%	68%	65%	Started in 2021
Multiracial	< 5%	< 5%	< 5%	Started in 2021
Director/VP – racial/ethnic diversity	**72% | 18%**	**73% | 18%**	**74% | 16%**	**74% | 14%**
Asian+	10%	10%	9%	Started in 2021
Black or African+	< 5%	< 5%	< 5%	Started in 2021
Hispanic or Latino+	< 5%	< 5%	< 5%	Started in 2021
Middle Eastern or North African+	< 5%	< 5%	< 5%	Started in 2021
Native or Indigenous+	< 5%	< 5%	< 5%	Started in 2021
White or European+	72%	73%	74%	Started in 2021
Multiracial	< 5%	< 5%	< 5%	Started in 2021
Managers – racial/ethnic diversity	**70% | 22%**	**70% | 22%**	**72% | 21%**	**72% | 19%**
Asian+	12%	12%	10%	Started in 2021
Black or African+	5%	< 5%	< 5%	Started in 2021
Hispanic or Latino+	< 5%	< 5%	< 5%	Started in 2021
Middle Eastern or North African+	< 5%	< 5%	< 5%	Started in 2021
Native or Indigenous+	< 5%	< 5%	< 5%	Started in 2021
White or European+	70%	70%	72%	Started in 2021
Multiracial	< 5%	< 5%	< 5%	Started in 2021
LGBTQ+ representation[3]				
All employees – LGBTQ+	7%	7%	< 5%	Started in 2021
Disability representation[4]				
All employees – individuals with disabilities	< 5%	< 5%	< 5%	Started in 2021
Veteran representation[5]				
All employees – veterans	< 5%	< 5%	< 5%	Started in 2021

[1] These data points on gender representation contribute to SDG 5, Gender Equality. Includes data from all countries in which Thomson Reuters operates.
[2] Racial/ethnic representation includes employee data from the United States of America, United Kingdom, Canada, Brazil, South Africa, and Puerto Rico.
  Percentages do not equal 100% given we have not reported those who have identified as prefer not to say, unspecified, and other.
[3] LGBTQ+ representation includes employee data from 44 countries in which Thomson Reuters operates which represents 96% of our total employee population.
[4] Disability representation includes employee data from 69 countries in which Thomson Reuters operates which represents 99% of our total employee population.
[5] Veteran representation includes employee data from the US only which represents 38% of our total employee population.

Financial data	2023	2022	2021	2020
Revenue (US$ millions)	6,794	6,627	6,348	5,984
Operating expenses (US$ millions)	4,134	4,280	4,370	3,999
Depreciation (US$ millions)	116	140	177	184
Amortization of computer software (US$ millions)	512	485	474	485
Amortization of other identifiable assets (US$ millions)	97	99	119	123
Other operating losses, gains, net (US$ millions)	397	211	34	736
Operating profit (US$ millions)	2,332	1,834	1,242	1,929
Earnings from continuing operations (US$ millions)	2,646	1,391	5,687	1,149
Net earnings (US$ millions)	2,695	1,338	5,689	1,122
Basic earnings per share (US$)	5.81	2.76	11.53	2.25

Community impact	2023	2022	2021	2020
Volunteering hours	61,000	68,000	67,000	84,000
Matching gifts (US$)	706,000	737,000	710,000	705,000
Volunteer grants (US$)	501,000	613,000	387,000	675,000
Volunteer hours/employee	2.3	2.7	2.8	3.5
Volunteer grants/employee (US$)	18.9	24.3	16.1	28.4

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	2023	2022	2021	2020
Total carbon dioxide (CO_2) emissions (location – tonnes)[6]	64,000	64,000	59,000	77,000
Total CO_2 emissions (market – tonnes)[7]	14,800	14,000	8,800	10,500
Scope 1	4,000	4,200	3,900	3,800
Scope 2 (electric – location)[6]	49,000	49,000	50,000	67,000
Scope 2 (electric – market)[7]	0	0	0	0
Scope 2 (leased heat + other purchased energy)	2,400	2,500	2,800	3,800
Scope 3 (category 6 – business travel)	8,400	7,700	2,100	2,900
Electricity used (kWh)	105,976,000	107,784,000	113,461,000	125,361,000
Renewable electricity used (kWh)[8]	105,976,000	107,784,000	113,461,000	125,361,000
Emissions per US$ million (tonnes)	9.37	9.61	9.32	12.90
Real estate footprint (sq ft)	5,018,000	3,299,000	3,733,000	3,995,000
Scope 1 – 2 Emissions per 1,000 sq ft (tonnes)	11.02	16.96	15.29	18.60
Year-over-year % decline in Emissions per 1,000 sq ft	35.02	(10.92)	17.80	(32.10)
% of suppliers by spend that have committed to Science Based Targets	41%	32.5%	27%	Started in 2021

Business travel

	2023	2022	2021	2020
Total miles traveled	38,967,000	33,147,000	8,964,000	10,700,000
Total travel CO_2 emissions (tonnes)	8,400	7,700	2,100	2,900
Air miles flown	37,608,000	31,910,000	8,272,000	9,350,000
Air CO_2 emissions (tonnes)	6,900	6,340	1,500	1,600
Rail: miles traveled	272,000	135,000	89,000	119,000
Rail: CO_2 emissions (tonnes)	16	8	5	7

These data points contribute to SDG 12 (Responsible Production and Consumption) and 13 (Climate Action)

[6] A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
[7] 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).
[8] Renewable energy credits not yet retired.

Policies

Social Impact Policy	Diverse and Minority Owned Small Business Support	Modern Slavery Statement	Data Privacy Statement
Trust Principles	Supplier Diversity and Sustainability Corporate Statement	Digital Accessibility Policy	Data Security
Code of Business Conduct and Ethics	Environmental, Health and Safety Policy	Diversity & Inclusion Commitments	Human Rights Policy
Supply Chain Ethical Code			

United Nations Global Compact and Sustainable Development Goals (SDGs)

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 Diversity and Inclusion 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

Thomson Reuters Environmental Verification Statement

Data security

Accounting metric	Code	Disclosure
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We implement a wide range of security policies, standards, technology, and practices, which are integrated in our overall enterprise risk management framework. Under the leadership of our Chief Operations & Technology Officer, teams across the organization play a critical role in identifying, assessing, responding, monitoring, and reporting risks under the guidelines of the enterprise risk management framework. Our Information Security Risk Management (ISRM) team who is responsible for operating and enhancing our security capabilities, based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and Capability Maturity Model (CMMI), to help prevent, detect, and respond to cybersecurity threats. Our Chief Operations & Technology Officer is in charge of the management of cybersecurity risks as an important component of our overall enterprise risk management framework. Our Board of Directors is responsible for confirming that a system is in place to identify the principal risks facing Thomson Reuters and that appropriate procedures and systems are in place to monitor, mitigate, and manage those risks. The Board of Directors, through its committees, periodically receives reports from or meets with members of management to discuss material enterprise risks, including cybersecurity risks.
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Thomson Reuters respects the privacy rights of our customers and their users and is committed to protecting their customer personal information. In the ordinary course of business, we may collect, store, use, and transmit certain types of personal information from our customers, who are subject to an increasing number of different data protection laws and regulations, which vary by jurisdiction (and may include, without limitation, the EU General Data Protection Regulation (GDPR) and various U.S. state and federal laws and regulations). These data protection laws and regulations are continuously evolving. We have implemented our Thomson Reuters Privacy Statement, which generally explains how we collect, handle, store, and protect personal information in the context of our services. However, where we process customer personal information on behalf of our customers as a processor to them, our policy is to enter into agreements with these customers which may further restrict how we may collect, handle, store, and protect that customer personal information in accordance with our agreement.
(1) Number of data breaches, (2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII) (3) Number of customers affected	SV-PS-230a.3	Similar to other large global information companies, Thomson Reuters experiences cyber-threats and cyber-attacks. We have dedicated resources at our company who are responsible for maintaining appropriate levels of cybersecurity and protecting our customers' data and our internal data. Thomson Reuters is also dependent on security measures that some of its third-party suppliers and customers are taking to protect their own systems, infrastructures and cloud-based applications and services. We seek to mitigate these risks through our ability to escalate and respond to known and potential risks through our Enterprise Security Incident Management processes. We also maintain what we believe is sufficient insurance coverage that may (subject to certain policy terms and conditions including self-insured deductibles) cover certain aspects of thirdparty security and cyber-risks and business interruption. Our incident response program is designed to ensure that all security incidents or data breaches that are required to be reported to regulatory bodies, in our public filings, and/or members of the public and media are so properly reported. The existence (or non-existence) of non-reportable security incidents or data breaches is considered company confidential and is not shared with third parties, except as required by contract or applicable law.

Workforce diversity and engagement

Accounting metric	Code	Disclosure
Percentage of gender and racial/ ethnic group representation for (1) Executive management (2) All other employees	SV-PS-330a.1	Executive management – male | female: 54% | 46% All employees – male | female: 53% | 47% Executive management – white | racial/ethnic diversity: 67% | 16% All employees – white | racial/ethnic diversity: 69% | 24% Thomson Reuters has embraced as its purpose informing the way forward on truth, justice, and transparency — for our customers and the broader world. Diversity and inclusion are foundational to this ambition, and our commitment to continually improving the inclusiveness and equity of our employee experience and achieving our representation goals for diversity in senior leadership is unwavering. Our global diversity and inclusion strategy focuses on four key areas: • Attract, retain, and develop diverse talent across all levels of our organization. • Foster an inclusive work culture with a focus on belonging, equity, and allyship. • Lead through inclusive product design and customer experiences. • Partner with our customers to drive this work in the markets in which we operate. In 2020, Thomson Reuters established goals for diversifying our senior leadership (director and above), and have consistently driven improvement. Since then, we have increased our share of women in senior leadership (which we assess globally in aggregate) from 39% to 42% at the end of 2023. Additionally, we have increased racial and ethnic diversity in senior leadership roles (which we assess across the UK, US, Canada, Puerto Rico, South Africa, and Brazil in aggregate) from 14% to 18% by the end of 2023 — with positive incremental growth of Black talent in senior leadership increasing from 32 to 41 in 2023. While we recognize that there is still work to do, we are resolved in our commitment to increasing these numbers and have recommitted to our representation goals of: • 45% or more women in senior leadership roles by the end of 2024. • 20% or more ethnic and/or racial diversity in senior leadership roles by the end of 2024. • Doubling of Black talent to 60 in senior leadership roles by the end of 2024. To reinforce our commitment, we are focused on leadership and culture, internal skill development, talent mobility, accountability, and inclusive hiring practices to retain and grow our diverse workforce and increase momentum in addressing the needs of our customers.
(1) Voluntary (2) Involuntary turnover rate for employees	SV-PS-330a.2	Not currently disclosed
Employee engagement as a percentage	SV-PS-330a.3	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. 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. While we do not measure employee engagement in percentage terms, we measure and disclose other engagement and inclusion metrics. In 2023, our employees volunteered over 60,000 hours of service and committed nearly $1.2m in matching gift and volunteer grant donations. Employees also received over 522,000 total hours of training, averaging 19.8 training hours per employee.

Activity metrics

Accounting metric	Code	Disclosure
Number of employees by: (1) Full Time and Part Time (2) Temporary (3) Contract	SV-PS-000.A	Thomson Reuters has 25,600 employees stationed throughout the world. 14,500 come from the Americas, 7,800 come from the Asian Pacific region, and 3,300 come from the European, Middle East, and African regions (EMEA).
Employee hours worked, percentage billable	SV-PS-000.B	Not currently disclosed

Professional integrity

Accounting metric	Code	Disclosure
Description of approach to ensuring professional integrity	SV-PS-510a.1	The Thomson Reuters Code of Business Conduct and Ethics (Code) sets out the standards we expect our employees to follow. It requires Thomson Reuters employees to conduct themselves and our business at the highest ethical standards, with integrity, and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The full text of the Code policy is provided here. Thomson Reuters is committed to developing strong business relationships with high quality suppliers that have committed to operate under ethical standards equivalent to our own, such that their business practices are consistent with the needs and expectations of Thomson Reuters customers, investors, and the global community we serve. Our Supply Chain Ethical Code applies to our suppliers worldwide and seeks to encourage comparable standards of behavior, driving commitment to ethical improvements through our supply chain. Thomson Reuters Trust Principles are fundamental to our entire business 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.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Not currently disclosed