



SOCIAL /IMPACT 2021

Environmental, Social and Governance Report

About this summary

This summary and [linked datasheet](#) contain statistics and updates on how Thomson Reuters is progressing on key ESG activities and advancing justice, truth, and transparency.

To learn more, visit [thomsonreuters.com](#) or contact us at impactinstitute@tr.com. We look forward to hearing from you.



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Building a trusting world for all

If 2020 was tumultuous, 2021 compounded the strain on people and communities everywhere. The COVID-19 pandemic raged on, trust in governments and institutions continued to wane, and while the 26th United Nations Climate Change Conference of the Parties (COP26) spurred action and doubt in equal measure, data on the impact of climate change told the real story. Progress on racial equality felt slow, and the world reckoned with greater misinformation than ever before.

ESG is playing an increasingly central role in global business. Standards are evolving quickly, and regulators and customers are paying close attention. We acknowledge our imperative to act on this.

Within our business, ESG is a priority — discussed regularly by our board of directors. This rapidly evolving agenda is important to us because we are a company focused on making the foundations of societies stronger. This year, following thousands of conversations with our employees and customers, we unveiled our company purpose — *to Inform the Way Forward*. This unites our commercial and societal responsibilities: to increase knowledge, to act with courage and integrity, and to pursue justice, truth, and transparency.

For example, equal access to justice forms the bedrock for a healthy society. More than ever, we see an immediate need to harness smart technology to empower communities that face barriers in legal systems. Our collaboration and evidence sharing tool Case Center has digitized data from over 125,000 users in over 100 countries to improve access to justice.

With climate change profoundly affecting all of us, our efforts to reduce emissions accelerated, and we are now ahead of schedule to meet our Science Based Targets initiative (SBTi) commitment to the 1.5-degree Celsius pathway. And, while we are making progress in deepening a culture of true inclusion for our employees, there is still much work to be done. This year we are extending our participation in [Measure Up](#), sharing more D&I data.

Central to each of these challenges is information integrity. Without it, no progress can be made. That's why it underpins every product we provide to every customer globally. Reuters is a shining example. Not only is it one of the world's most trusted news providers, but

our colleagues shed light on the most pressing issues right as they emerge. In addition to award-winning journalism, Reuters [expanded the reach](#) of its fact-checking partnerships and gathered tens of thousands of professionals at the first [Reuters Impact](#), quickly becoming a leading global climate conference.

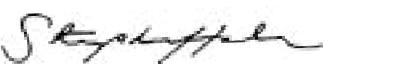
We also acknowledge that far too often for journalists around the globe, the important work they do can come at a dire cost. Last year, we lost our Reuters colleague and outstanding Pulitzer Prize-winning photojournalist, Danish Siddiqui, who was tragically killed while on assignment in Afghanistan. The loss has been significant for all of us, and we will continue to honor his memory.

In facing these challenges, we also understand the importance mental health plays for our employees, our customers, and professionals everywhere. Our stepped-up efforts in 2021 included providing a second mental health day off for our employees, organizing a series of resiliency discussions with leading experts for our employees, and signing onto the Mindful Business Charter, which affirms our commitment to embedding mindful business practices throughout our workplace.

Finally, as signatories to the United Nations Global Compact (UNG), we reaffirm our commitment to responsible business practices on human rights, labor, environment, and anti-corruption across our global operations. Furthermore, this year we strengthened this important partnership by formally aligning Thomson Reuters with the UN Guiding Principles on Business and Human Rights.

As we look ahead with optimism, a big thank you to our customers, colleagues, and partners for your continued support. We hope you enjoy this update on our work to inform the way forward and to build a more understanding, trusting world for all.





Steve Hasker
President and Chief Executive Officer
Thomson Reuters



OUR VALUES



We act with integrity and independence by holding ourselves and each other to be ethical and reliable in all we do.



We innovate to serve our customers, drive growth, and win in dynamic business environments.



Partnership

We work together — with each other, with our customers, and with industry partners — to deliver superior results and experiences.



Performance

We deliver results, excelling at work that positively impacts the world.

2021 AT A GLANCE

100%

score Human Rights Campaign's Corporate Equality Index

Comparably –

Best Companies

for Best Global Culture, Best Teams Product & Design, and Best Company Outlook 2021

Nearly

67,000

volunteer hours logged by employees

100%

renewable energy for all global operations

Nearly

\$20M*

globally by TrustLaw in free legal assistance for NGOs and social enterprises

*Decreased amount in free legal assistance in 2021 was due to a range of factors, including the continued effects of the pandemic on TrustLaw's members and a significant increase in billable hours for many fee earners, impacting their capacity to take on pro bono work.

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ENVIRONMENTAL / SOCIAL / GOVERNANCE



Any company choosing to have a positive impact is also choosing to learn. That decision is at the heart of responsible business. We believe asking the right questions not only leads to continuous improvement but also deepens our understanding of how Thomson Reuters can help professionals, institutions, and society progress.

As Thomson Reuters transitions from a holding company to an operating company, we are taking this opportunity to reassess our material ESG risks and opportunities.

Our purpose –
Inform the Way Forward
anchors our environmental, social and governance (ESG) strategy.

We are in the process of completing a comprehensive global ESG materiality assessment and integrating the results with our enterprise risk frameworks. This is helping us identify and prioritize the ESG topics and issues that are most important and could affect our business and stakeholders, informing our strategy, targets, risk management, and reporting.

We have considered more than 280 possible material topics, drawing from several frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Sustainable Development Goals (SDGs), and others. We are using “double materiality” as our lens – not just how ESG topics affect our business, but how our business could positively or negatively impact people, economies, and the environment.

In addition, last year we initiated a company-wide human rights impact assessment of our global operations, products, and services. The methodology includes desk-based research, internal and external stakeholder interviews, and detailed analysis and discussions of

the findings. The recommendations from this assessment work will help us evaluate how to address salient human rights issues. Our commitment to respecting human rights throughout our operations will continue to guide our work.

As part of this effort, Thomson Reuters has aligned with the United Nations Guiding Principles (UNGPs) on Business and Human Rights, which augments our longstanding commitment to the UN Global Compact, the UN Declaration on Human Rights, and other international standards.

Thomson Reuters has partnered with [Article One](#), a specialized strategy consultancy with expertise in human rights and responsible innovation, to carry out this ongoing human rights impact assessment. We have also engaged outside legal counsel to assist us with part of our human rights impact assessment process.

As material ESG topics and human rights issues will evolve, we plan to monitor these areas so they remain relevant to our business and stakeholders.



JUSTICE / TRUTH / TRANSPARENCY

In partnership
with our customers and
other global organizations

We are one of the only companies in the world that helps its customers pursue justice, truth, and transparency.

Together we 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 made significant strides in 2021 in tackling crucial global issues.



Broadening access to justice

Prior to the pandemic, an estimated 5 billion people globally had unmet justice needs, according to the [World Justice Project](#). With barriers ranging from an inability to take time off of work, to an outright deprivation of basic human rights, access to justice has been a perennial challenge for legal systems around the world.

In the past two years, as COVID-19 shuttered courtrooms everywhere, this challenge grew into a full-fledged crisis. By the end of 2021, jurisdictions around the world were facing backlogs of thousands of unheard cases. Thomson Reuters was able to play an important role in getting courtrooms back on track with its cloud-based digital exhibit and evidence solution Case Center, which made it possible for cases to be heard virtually. The technology introduced a new way of working that is redefining access to justice for a new generation.

Combating online exploitation and abuse

Online sexual exploitation and abuse (OSEA) is growing at an alarming pace globally. Digital technology and the internet provide significant opportunities for advancing gender equality and women's and children's empowerment, but ever-increasing internet and digital connectivity and online anonymity are making it easier to groom, recruit, and sexually exploit with impunity. International and national laws have not kept pace with changing technology, and this needs to change.

Using thorough legal research conducted through the Thomson Reuters Foundation's [TrustLaw](#) program, [Equality Now](#) and a team of lawyers examined the laws relating to OSEA, focusing on five countries. With the research in hand, Equality Now then partnered with the Thomson Reuters Social Impact Institute to bring the issue to the forefront with a breakthrough report [Ending Online Sexual Exploitation and Abuse of Women and Girls: A Call for International Standards](#).

Drawing on their deep legal and editorial expertise, a team of Thomson Reuters Practical Law volunteers helped craft the report, which put the survivor at the center to illustrate the impact of OSEA, including an executive summary, country studies, and survivor stories. Lending design and copywriting support, along with photography from the Reuters catalogue and promotion from Thomson Reuters communications experts, this multidisciplinary team invested over 460 hours of pro bono work to create a bold call-to-action that is now being heard by lawmakers and technology companies around the world.

[Hear](#) more about the project and [read](#) the full pro bono case study.

Innovating for social good

Thomson Reuters has a longstanding commitment to supporting pro bono work as part of our legal corporate responsibility practice. For Pro Bono Week we took a page from our roots in technology development and launched our first Thomson Reuters Social Impact Hackathon. The event brought teams of innovators together in a series of problem-solving challenges and tackled a range of critical issues spanning media literacy, human rights, and access to justice.

Over five hours, a group of six non-profit organizations from across the U.S. presented a challenge statement and were matched with a cross-functional team of Thomson Reuters employees who tackled these challenges together, drawing on their expertise in marketing, strategic planning, business development, diversity and inclusion, communications, social media, technology, and customer relationship management.

Much of the work focused on helping the organizations develop necessary capacity-building tools to enhance their own abilities in areas not typically supported by foundation grants and individual donors. Ultimately, Thomson Reuters employees provided the equivalent of US\$46,000 in consulting services and each organization left the day with tangible, sustainable action items that could immediately be implemented. In most cases, they also inherited long-term pro-bono consultants, with many of the teams committing to continue working together after the event.

Driving legal literacy

Despite global supply chain issues, we continued our longstanding partnership with Books for Africa, a non-profit organization dedicated to collecting, sorting, shipping, and distributing books to children and adults in Africa, by providing a 40-foot sea container with a complete law library to Zimbabwe.

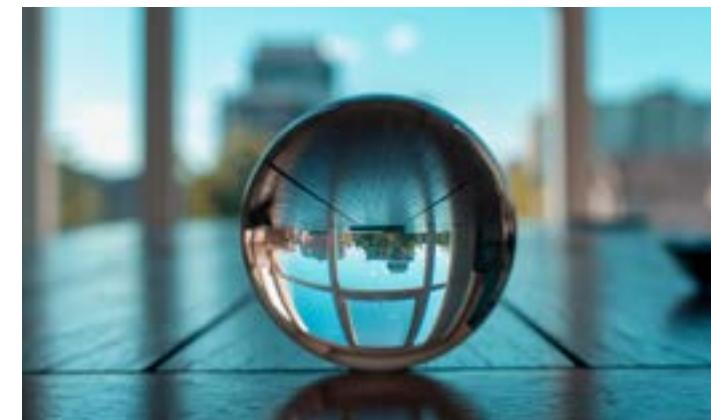
The shipment marked the 108th law library we have delivered to Africa through our work with the organization. Our global footprint at Thomson Reuters affords us a unique position to provide law libraries in multiple languages and in support of various legal structures. The resources we've contributed often go to organizations or countries with no existing law library, and it is humbling for Thomson Reuters to help provide this crucial foundation.



Title IX Research Project for Gender Justice

In one week this past fall, Thomson Reuters volunteer lawyers logged more than 50 hours researching decisions from every Circuit Court in the U.S. to critical precedents for lawsuits involving claims of sex discrimination in school sports, lawsuits involving transgender students in sports, and use of restrooms for transgender students.

This was part of our annual participation in national Pro Bono Week, a week-long celebration of public service that connects attorneys nationwide. Our lead partner was [Gender Justice](#), a non-profit working to create a world where everyone can thrive no matter their gender identity, expression, or sexual orientation. Based on this research, Thomson Reuters volunteers delivered a 70-page document containing caselaw research that Gender Justice can use to pursue Title IX cases on behalf of students nationwide.



Continuing to combat misinformation globally

Social media platforms have increased our access to information but have also made it easier to access unverifiable and misleading data. While these platforms have provided global audiences a faster, better understanding of events such as wars, humanitarian disasters, and historic political events, the challenge of combatting misinformation has become a [global imperative](#).

As one of the world's most trusted and largest news providers, this challenge is core to the Reuters mission. Reuters launched further initiatives focused on rooting out misinformation at its source in 2021, including an expansion of its Fact Check unit to review Spanish-language content from Facebook and Instagram in Mexico, and a partnership with Twitter to help identify and contextualize emerging narratives on social media and provide users of the platform with credible information to make informed decisions.



Digital news trends in 2021

TikTok reached an [amazing milestone](#) last year as more than one billion people were drawn into the app's mix of dance videos, funny animals, and pop culture parodies. Add the legions of social media consumers who now get the [majority of their news](#) from platforms like Facebook, Twitter, and Instagram, and it becomes clear how critical understanding trends in digital news distribution has become.

The Reuters Institute for the Study of Journalism, funded by the Thomson Reuters Foundation, drives conversations around the future of news while working to ensure that journalists, editors, and media executives face the opportunities and challenges of a changing media environment from a position of strength. Their flagship, pre-eminent study on digital news consumption globally focused on changes in how people access news, changing perceptions of trust and rising concern about misinformation in the tenth addition of its [Digital News Report](#). Expanded to cover 46 global markets, this year's report explores how the COVID-19 pandemic has accelerated many of the long-term trends that have been building over the last decade and weighs in on how they will affect the role of the media long into the future.

SUSTAINABLE/ FUTURE



Committed to using
100%
renewable energy for all
our global operations

Our work to reduce our environmental impact globally continues. Our continued commitment to using 100% renewable energy for our global operations has helped reduce our greenhouse gas (GHG) emissions.

A new initiative, Reuters IMPACT, further solidified our commitment to focusing on the importance of environmental issues. Over 52,000 people engaged with content from the event, a free virtual global conference to drive action and accelerate innovation towards the global economy's top priority, the climate emergency.

Through our work with The Chancery Lane Project, employees moved the needle forward on implementing practical contractual clauses to fight climate change.



Update on climate change targets

In 2020, Thomson Reuters joined the Science Based Targets initiative, committing to reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 50% by 2030 from 2018 baseline levels, as well as reduce absolute Scope 3 GHG emissions from fuel and energy-related activities, business travel, and employee commuting by 25% by 2025 from 2019 baseline levels. Additionally, Thomson Reuters aims to require 65% of suppliers by spend to have Science Based Targets by 2025.

This year, we report an update on those goals. Largely through investment in renewable power for our facilities, we've been able to drive more than a 93% reduction in GHG emissions from our 2018 baseline. To date, business travel emissions are 91% lower than our 2019 baseline, and we have made progress on our engagement target with our supply chain, with 27% of suppliers by spend committed to Science Based Targets. In addition to the switch to renewable energy, Thomson Reuters is carbon neutral through offsetting the remaining portion of its GHG footprint through carbon offsets, and we continue to refine our procurement process to incentivize working with suppliers who share our commitment to sustainability.

Reuters IMPACT unites global leaders to drive climate action

If there is a common theme that cuts across everything we do, it is empowerment through trusted information. The insights, perspectives, and solutions we deliver are trusted every day to guide critical decisions and form the foundation for action.

Last year, we brought that trusted platform to life with Reuters IMPACT, a unique 3-day event that combines unbiased journalism with business audiences to engender new ideas, opportunities, and partnerships all focused on the environment. Uniting world leaders, big business, and forward-thinking pioneers in an agenda-setting summit to mobilize global leaders on climate action, Reuters IMPACT resonated with audiences. The event was watched by 52,000 people across various media platforms, covered by over 150 media outlets, resulting in 1.1 billion media impressions. Speakers included Inger Andersen, Executive Director of the UN Environmental Program, Jakob Stausholm, Chief Executive, Rio Tinto, Ali Tabrizi, Director of the award-winning documentary *Seaspiracy*, Al Gore, former Vice President of the United States, and dozens of world leaders, business executives, academics, and journalists.

Making a global impact with The Chancery Lane Project

The world's largest corporations made history this past November at the UN Climate Change Conference when they pledged \$100 trillion through 2050 to fund investments for new clean energy technologies. These kinds of high-profile commitments are only part of the equation. If sustainable climate policy is going to stick, it will need consistent legal frameworks, clauses, and contracts.

Thomson Reuters is in a unique position to make that happen. Our Practical Law Editors continued their work with The Chancery Lane Project (TCLP), a collaborative effort of legal professionals from around the world to make every commercial agreement and law firm precedents address climate change. The team volunteered over 200 hours to review content, facilitate brainstorming sessions, and draft legal clauses, helping to create a [Net Zero Toolkit](#), which includes over 100 free-to-use climate clauses that can be used to help businesses align their contracts with Paris Agreement climate goals. In addition, Practical Law has continued to make progress in integrating TCLP resources into its content, making these clauses available to an even wider audience. To date, approximately 50 of 104 TCLP clauses have been referenced in Practical Law's materials.



DIVERSITY / INCLUSION

Fostering an inclusive culture of
**world-class
talent**

We believe that diversity drives innovation and connects us to our customers and communities. Our diversity and inclusion strategy focuses on inclusive culture, diverse talent, customers, and brand. We strive for continued progress and have been recognized for our achievements to date. In 2021, we scored 100% on the Human Rights Campaign's Corporate Equality Index for the ninth consecutive year, and we were listed among Comparably's Best Companies for Global Culture and one of America's Best Employers for Diversity by Forbes, among other [awards and recognitions](#).

Having an environment in which colleagues can authentically be themselves, thrive, feel respected, and grow their careers is critical to driving inclusion and belonging. Equally critical is transparency. This year, we are expanding our external reporting as part of our increased transparency, including disaggregated data on racial and ethnic representation and the introduction of additional diversity talent representation data, where available, for LGBTQ+, disability, and veterans.

Driving diversity and inclusion

In 2020, Thomson Reuters committed to reaching new goals for increasing representation of women, racial/ethnically diverse, and Black talent in senior leadership by the end of 2022. Over the past year, we saw positive progress in hiring and promoting diverse talent in senior leadership while also experiencing attrition of diverse talent at a near similar rate. Thus, our overall progress is a small net improvement. Across senior leadership roles, by the end of 2021, 41% were women (+2% YOY), 16% were racially and ethnically diverse (+2% YOY), and 37 roles were held by Black talent (+5 YOY). We recognize there is still work to do, and we are steadfast in our commitment to increasing diverse representation.



Additional information and data can be found at the end of this report and in the [extended data sheet](#).

Count Me In

The Count Me In initiative encourages employees to share attributes including race, ethnicity, disability, gender identity, and sexual orientation. This is completely voluntary and not required of our employees. Ultimately, this data provides a more complete view of the diversity of Thomson Reuters and provides us with insights that power our diversity and inclusion strategy — including opportunities to improve equity and belonging, increase diverse representation, and drive further accountability for progress towards our talent goals.

In addition, by encouraging employees to self-identify, we're removing stigmas, raising awareness, and creating space to celebrate our differences. Response to the program has been incredibly positive and we have continued to expand the countries in which our employees can voluntarily share this information with us — including a new category for religion in select countries, allowing our employees to share this important part of their identity.

Compiling better diversity data also helps in building a more inclusive newsroom, as referenced in the [2021 Reuters Newsroom Diversity Report](#), published for the second time this year.

COUNTRIES WHERE EMPLOYEES VOLUNTARILY DISCLOSE DATA





Forging a brighter future through discussions and learnings

Racial justice has advanced over the past two years, and although we still have a long way to go, it is clear we are on the cusp of major transformation. Through increased awareness and a refusal to accept the status quo, people everywhere are moving the needle on equity and inclusion.

Our largest office in the U.S. is located just outside Minneapolis, Minnesota, and our \$1 million Rebuild MSP investment in 2020 to the local community has been a beacon of hope in a region that became a flash point for human rights. To help Rebuild MSP, we launched a new internal educational series that continued throughout 2021 exploring topics such as racial bias in law enforcement, economies of class, race and ethnicity, the competitive edge of diversity and inclusion, and how the arts can help foster equality.

Introducing new career and leadership tools

Mentorship, learning, and networking have always been a focus of our career development efforts. This year, we made sure our offerings provide increased access to diverse talent across our organization.

This includes the launch of new mentor filters in our Workday Mentoring app to increase opportunities for colleagues to connect with a mentor based on shared identities and similar experiences. We also teamed up with McKinsey & Company to bring their Black Leadership Academy to Thomson Reuters. This year, we are expanding the reach of our leadership development with the introduction of their Asian and Hispanic/Latinx Leadership Academies, allowing us to reach over 280 colleagues in 2022. And to further democratize access to social learning, networking, and mentorship, we expanded the use of Ten Thousand Coffees, a career development platform. This technology provides us with the ability to connect thousands of colleagues globally for one-on-one coffee chats and leader-hosted office hours, creating more meaningful career conversations and connections.

Embracing our differences: Autism Spectrum Internship Program

We recognize that our differences, our unique experiences, and different ways of seeing the world are part of our competitive advantage, and we're doing everything we can to nurture that spirit of diversity. This includes our Autism Spectrum Internship Program, which we introduced in Thomson Reuters India in 2020 to give neurodiverse individuals hands-on work experience, mentorship opportunities, and real-world skills to set themselves up for future success.

The initial pilot was such a success that a second phase was launched in 2021, with plans to continue and expand the program in India and to other countries. To date, 32 interns have participated in the program, helping to open the door to new career opportunities and a bold new way of thinking about workplace diversity, employee recruiting, and onboarding.

Launching of Breaking Bias

Diversity of thought and perspective is what we need to serve and understand our customers, but it is also what we need to help each other grow professionally and personally. Helping one another embrace our differences and get past biases is important.

We launched the Breaking Bias program, a company-wide initiative designed to provide all Thomson Reuters colleagues with tools and a common language to recognize and address bias in our everyday decisions impacting our talent, customers, and communities. So far, 74% of employees have completed the program, which will serve as the foundation on which we will continue building our inclusive culture.

COMMUNITY / IMPACT



Employees helped
to donate over
\$1 million
to charitable
organizations globally

Employees continued to use their time, skills, and money to make an impact in their communities and globally. Whether in their free time or by utilizing their 16 hours paid time off to volunteer, colleagues logged nearly 67,000 volunteer hours, both virtually and in-person. We also offered pilot programming, encouraging employees to use their professional skills to help charitable organizations with projects. This builds on our longstanding Legal Pro Bono Connection program that saw Thomson Reuters attorney-editors and attorneys contribute over 2,500 hours in free legal work last year.

Team volunteer efforts were also rewarded with grants through our Hour Power and Community Champion Grant programs. Through the Matching Gifts and Volunteer Grants programs, we donated over \$1 million to charitable organizations globally. In addition, several teams participated in Global Days of Impact, coming together to volunteer on one day of the year.



Providing paths to technology careers

The rising cost of post-secondary education tuition can be a barrier for many high school students to follow the traditional path to a career in the technology industry, but it should not stop students from underserved communities from pursuing their dreams.

The Pathways to Technology Internship Program from Thomson Reuters addresses this challenge. The initiative, which is run in partnership with the Dallas Independent School District and the Dallas Community Relations team, provides students with the academic, technical, and real-world professional skills needed to work in the technology industry. Upon completion of the program, students receive an Associate's degree and internships with Thomson Reuters. This year, we're proud to report that eight students from the program were offered full-time employment with Thomson Reuters in the Customer Success segment.

Supporting children in India - Youth for Seva

Each year, we recognize employees who have demonstrated selfless commitment to volunteerism with the Carla Jones Social Impact Award. This recognition is a testament to the power of individuals to drive real change in their communities.

The winner of the 2021 award, Yesha Kushwah, partnered with [Youth for Seva](#), a non-profit organization located in India that helps support schools, homeless shelters, and hospitals throughout the country. Her work focused on providing financial support, mentoring, and counseling to 32 students who lost parents during the COVID-19 pandemic. As part of the award, Youth for Seva received a \$10,000 grant to further aid their mission to help children.

The power of employee impact

Our employees continued to make an impact in their communities. Members of our Communications, HR, Legal, and Social Impact teams volunteered over 1,800 hours as part of Global Days of Impact. Volunteering ranged from pro bono legal work to assistance with neighborhood clean-up projects. Similarly, members of our Global Volunteer Network, working in conjunction with the non-profit Feed My Starving Children, volunteered nearly 200 hours to pack over 46,000 meals for starving kids around the world. This partnership has spanned over a decade, and to date, employees have packed over a million meals. Whether it's lending professional expertise or a supportive pair of hands, our people continue to demonstrate our enormous power to make a difference.



THOMSON REUTERS/ FOUNDATION

Driving change
in media freedom,
human rights, and inclusive
economies

The Thomson Reuters Foundation works to advance media freedom, foster more inclusive economies, and raise awareness of human rights issues.

The Foundation combines its unique media and legal expertise to drive change through a number of services, including its journalists who report from the ground in more than 70 countries. It also offers media development and support to independent journalism, facilitates free legal assistance to NGOs and social enterprises around the world, and hosts convenings including its annual human rights forum Trust Conference. Its mission is to inspire collective leadership, empowering people to shape free, fair, and informed societies. Additional information on the Foundation can be found at www.trust.org.



Media freedom – Launching of the Legal Network for Journalists at Risk

The last decade has seen a drastic deterioration of media freedoms around the world. Laws have been weaponized against independent journalism, leaving thousands of small publishers and journalists vulnerable to legal attacks that aim to censor their reporting, which can impact their financial sustainability.

Whether fighting criminal charges or civil lawsuits, or challenging the suspension of blocked social media accounts, high-quality legal representation is often the most effective tool to ensure that the media can continue critical work unhindered. Several organizations are providing support to journalists at risk, but in the face of the increased legal threats to independent media, more effective coordination is urgently needed.

The Thomson Reuters Foundation partnered with the Committee to Protect Journalists (CPJ) and Media Defence to launch the [Legal Network for Journalists at Risk](#) in 2021.

This network comprises 15 media freedom organizations and will strategically coordinate the different types of legal support needed, with the goal of providing journalists and independent media outlets a single-entry point into an ecosystem of support.

Assistance offered through this network will range from urgent legal representation to ongoing assistance for the duration of a case to systemic support to improve the legal environment in which the media operates. The network will also produce practical legal tools that will help journalists navigate the ongoing complexities arising from weaponised legal measures used against them.



Inclusive economies – Publishing our ESG white paper

The ESG framework, which looks at Environmental, Social, and Governance issues, is becoming increasingly critical across sectors, with legal and tax professionals playing a key role in shaping this transformation with the advice they provide to their clients. But whilst the E and the G criteria of ESG are largely developed, data standardization and key criteria are yet to be identified for the 'S'.

In 2021, as a result of a multi-stakeholder convening led by the Thomson Reuters Foundation, we launched a [White Paper](#) entitled *Amplifying the 'S' in ESG; Investor Myth-Buster* which challenges the misconceptions most often cited by investors to explain the lack of meaningful adoption of 'S' indicators. Our partners included the Global Reporting Initiative, Rep-Risk, SASB – the Sustainability Accounting Standards Board, and Refinitiv. We consulted more than 100 stakeholders across sectors, ranging from the biggest asset managers in the world to civil society organizations.

The Foundation co-hosted and participated in several events to promote the paper, which has since been downloaded more than 3,500 times from the Foundation's website. The Foundation is now developing several training programs based on the paper's findings. These include ESG data and financial journalism training to upskill reporters on how to use data to report on corporate social performance. We also partnered with social impact experts to run training for lawyers on [Social Enterprise, ESG and Impact Investing](#) and have been convening law firms and responsible businesses at a series of virtual roundtables to discuss issues related to human rights risks in supply chains.



Human rights – Breaking down barriers to accessing healthcare

Those most in need of health services around the world often cannot access them, with significant human rights-related barriers fuelled by stigma and discrimination, gender inequality, punitive laws, and violence.

Since 2019, the Foundation has partnered with the Global Fund to Fight AIDS, Tuberculosis and Malaria to support its "[Breaking Down Barriers](#)" initiative with a focus on gender and LGBT+ human rights-related barriers to accessing healthcare in 40 African countries.

The Foundation's contribution harnesses its combined legal and journalism expertise by facilitating pro bono legal research on human rights laws, legal guidance for NGOs, and legal capacity-building for civil society partners in key countries supported by the Global Fund, alongside training journalists and implementers of Global Fund-funded programs on how to interact with the media and decision-makers more effectively. Four 6-week training hubs have been delivered to date, and a fifth commenced in March 2022. 80 participants have been trained so far, and 17 journalists have produced articles highlighting human rights barriers to healthcare, in several cases in collaboration with their civil society counterparts.

We are now planning to deepen and expand the partnership with the Global Fund to focus on criminalization and overcoming stigma and discrimination.



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 charter documents of Thomson Reuters Corporation include provisions to safeguard the Trust Principles as they apply to the Thomson Reuters business.

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

SOCIAL / IMPACT 2021

In October 2018, we sold 55% of our Financial & Risk business, which is now known as Refinitiv. For these purposes, prior period results and targets were not restated to reflect the sale. Therefore, 2018 results are not comparable to the prior periods, nor to the related targets.

People data	2021	2020	2019	2018
Headcount				
Total employees	24,400	24,000	24,400	25,800
Americas	14,700	15,300	15,800	16,800
Europe, Middle East, and Africa	3,600	3,600	3,500	3,500
Asia Pacific	6,100	5,100	5,100	5,500
Training				
Total training hours	451,000	480,000	663,000	485,000
Average training hours per employee	18.7	19.6	27.2	19.4
Remuneration				
Total staff costs (US\$ millions)	2,698	2,468	2,617	2,696
Gender representation¹				
All employees – male female	53% 47%	54% 46%	55% 45%	53% 47%
New hires (all levels) – male female	52% 48%	53% 47%	55% 45%	54% 46%
Senior executives – male female	60% 40%	66% 34%	66% 34%	64% 36%
Director/VP – male female	59% 41%	61% 39%	63% 37%	64% 36%
Managers – male female	56% 44%	57% 43%	57% 43%	60% 40%
Racial/ethnic representation²				
All employees – white racial/ethnic diversity	71% 22%	69% 21%	Started in 2020	Started in 2020
Asian+	9%	Started in 2021	Started in 2021	Started in 2021
Black or African+	5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	71%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
New hires (all levels) – white racial/ethnic diversity	63% 34%	63% 27%	Started in 2020	Started in 2020
Asian+	16%	Started in 2021	Started in 2021	Started in 2021
Black or African+	7%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	63%	Started in 2021	Started in 2021	Started in 2021
Multiracial	6%	Started in 2021	Started in 2021	Started in 2021

Racial/ethnic representation ² (continued)	2021	2020	2019	2018
Senior executives – white racial/ethnic diversity	65% 21%	71% 17%	Started in 2020	Started in 2020
Asian+	15%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	65%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
Director/VP – racial/ethnic diversity	74% 16%	74% 14%	Started in 2020	Started in 2020
Asian+	9%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	74%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
Managers – racial/ethnic diversity	72% 21%	72% 19%	Started in 2020	Started in 2020
Asian+	10%	Started in 2021	Started in 2021	Started in 2021
Black or African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Hispanic or Latinx+	< 5%	Started in 2021	Started in 2021	Started in 2021
Middle Eastern or North African+	< 5%	Started in 2021	Started in 2021	Started in 2021
Native or Indigenous+	< 5%	Started in 2021	Started in 2021	Started in 2021
White or European+	72%	Started in 2021	Started in 2021	Started in 2021
Multiracial	< 5%	Started in 2021	Started in 2021	Started in 2021
LGBTQ+ representation³				
All employees – LGBTQ+	< 5%	Started in 2021	Started in 2021	Started in 2021
Disability representation⁴				
All employees – individuals with disabilities	< 5%	Started in 2021	Started in 2021	Started in 2021
Veteran representation⁵				
All employees – veterans	< 5%	Started in 2021	Started in 2021	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 U.S., UK, 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 and other.

³ LGBTQ+ representation includes employee data from 44 countries in which Thomson Reuters operates which represents 96% of our total employee population.

Data does not include those who have identified as prefer not to say.

⁴ Disability representation includes employee data from 69 countries in which Thomson Reuters operates which represents 99% of our total employee population.

Data does not include those who have identified as prefer not to say.

⁵ Veteran representation includes employee data from the U.S. only which represents 42% of our total employee population. Data does not include those who have identified as prefer not to say.

Financial data	2021	2020	2019	2018
Revenue (US\$ millions)	6,348	5,984	5,906	5,501
Operating expenses (US\$ millions)	4,370	3,999	4,413	4,131
Depreciation (US\$ millions)	177	184	154	110
Amortization of computer software (US\$ millions)	474	485	449	400
Amortization of other identifiable assets (US\$ millions)	119	123	114	109
Other operating losses, gains, net (US\$ millions)	34	736	423	29
Operating profit (US\$ millions)	1,242	1,929	1,199	780
Earnings from continuing operations (US\$ millions)	5,687	1,149	1,570	164
Net earnings (US\$ millions)	5,689	1,122	1,564	4,023
Basic earnings per share (US\$)	11.53	2.25	3.12	5.89

Community investment	2021	2020	2019	2018
Volunteering hours	67,000	84,000	116,000	136,000
Matching gifts (US\$)	710,000	705,000	686,000	1,071,000
Volunteer grants (US\$)	387,000	675,000	1,046,000	1,579,000
Volunteer hours/employee	2.8	3.5	4.8	5.3
Volunteer grants/employee (US\$)	16.10	28.40	42.90	61.20

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 ⁶	2021	2020	2019	2018
Total carbon dioxide (CO2) emissions (location – tonnes) ⁷	59,000	77,000	117,000	125,000
Total CO2 emissions (market – tonnes) ⁸	8,800	10,500	34,000	125,000
Scope 1	3,900	3,800	7,100	5,600
Scope 2 (electric – location) ⁷	50,000	67,000	84,000	92,000
Scope 2 (electric – market) ⁸	0	0	0	91,000
Scope 2 (leased heat + other purchased energy)	2,800	3,800	3,800	4,000
Scope 3 (category 6 – business travel)	2,100	2,900	23,000	24,000
Electricity used (kWh)	113,461,000	125,361,000	162,420,000	155,161,000
Renewable electricity used (kWh)	113,461,000	125,361,000	0	0
Emissions per US\$ million (tonnes)	9.32	12.90	19.89	22.77
Real estate footprint (sq ft)	3,733,000	3,995,000	6,726,000	6,608,000
Emissions per 1,000 sq ft (tonnes)	15.85	19.31	17.47	18.96
Year-over-year % decline in Emissions per 1,000 sq ft	18%	-19%	8%	31%
% of suppliers by spend that have committed to Science Based Targets	27%	Started in 2021	Started in 2021	Started in 2021

Business Travel	2021	2020	2019	2018
Total miles traveled	8,964,000	10,700,000	107,916,000	109,306,000
Total travel CO2 emissions (tonnes)	2,100	2,900	23,000	24,000
Air miles flown	8,272,000	9,350,000	101,600,000	100,818,000
Air CO2 emissions (tonnes)	1,500	1,600	18,000	18,000
Rail: miles traveled	89,000	119,000	780,000	874,000
Rail: CO2 emissions (tonnes)	5	7	61	62

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

⁶ Data is not yet verified. Verification statement will be uploaded to company website at a later date.

⁷ A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).

⁸ A market-based method reflects emissions from electricity that companies have purposefully chosen.

Policies	Social Impact Policy	Volunteering Policy	Supplier Diversity and Sustainability Corporate Statement	Community Support Policy
Trust Principles	Environment, Health & Safety Policy	Diverse and Minority Owned Small Business Support	Data Privacy	
Code of Business Conduct and Ethics	Diversity & Inclusion Commitments	Modern Slavery Statement	Data Security	
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
Specific initiatives within Community Investment, Diversity and Inclusion, and Sustainability

Data Security	Accounting metric	Code	Disclosure
	Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We have a dedicated Information Security Risk Management (ISRM) team who is continually evaluating our security posture and mitigating risks as part of our information security program. The ISRM team is led by the Chief Information Security Officer (CISO). The ISRM team maintains a risk framework that sets forth the requirements and responsibilities for risk identification, registration, and treatment. With dedicated resources focused on improving information security practices throughout Thomson Reuters, we strive to identify risks to our information assets and guard against unauthorized access, loss, or misuse. As part of managing such risks, we use a variety of controls, security devices, and monitoring tools to analyze our systems and network.
	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 users, their clients, and the public and is committed to protecting their information. In the ordinary course of business, we collect, store, use, and transmit certain types of information that are subject to an increasing number of different laws and regulations. In particular, data security, data protection and privacy laws, and regulations that we are subject to often vary by jurisdiction and include, without limitation, the EU General Data Protection Regulation (GDPR) and various U.S. state and federal laws and regulations. These laws and regulations are continuously evolving. We have implemented policies and procedures that are designed to ensure compliance with applicable laws, rules, and regulations. The Thomson Reuters Privacy Statement explains how we collect, handle, store, and protect personal information in the context of our services, including personal information that a user provides through the use of our products and services, which may include the user's name and address. The Privacy Statement states that we may use personal information we collect to communicate with and provide our users with a requested service or product, to improve services, and for other legitimate interests. The Privacy Statement provides the user with information on how they can exercise their rights to indicate their preferences with regard to receiving special offers and promotions from us, request information about the personal information we have about them, and exercise other rights pertaining to their data in accordance with applicable law.
	(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 third-party 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	<p>Senior executives – male female: 60% 40% All employees – male female: 53% 47%</p> <p>Senior executives – white racial/ethnic diversity: 65% 21% All employees – white racial/ethnic diversity: 71% 22%</p> <p>At Thomson Reuters, we are focused on fostering an Inclusive Culture of World-Class Talent. To bring this to life, we are continuing to intentionally embed diversity and inclusion across all that we do, including how we:</p> <ul style="list-style-type: none"> • Attract, retain, develop, and flow diverse talent at all levels and across our diverse talent pipeline • Foster an inclusive work culture in which all talent can thrive, feel valued and respected, and grow their careers • Lead through inclusive product design and customer experiences • Partner with our customers to drive this work in the markets in which we operate <p>In addition, we continue to strive towards three diverse talent representation goals to help address disparities in our leadership teams. These goals include:</p> <ul style="list-style-type: none"> • 45% of more women in senior leadership roles by end of 2022 (updated goal in Q1 2021) • 20% or more racial/ethnically diverse talent in senior leadership by 2022 (launched in Q3 2020) • Double Black talent representation in senior leadership by 2022 (launched in Q3 2020) <p>At the close of 2021 across our senior leadership teams, we had 41% women representation, 16% racial and ethnic representation, and 37 Black talent. To drive continued progress, we are focusing on talent mobility, retention, leadership development, and accountability to meet the current and forward-looking needs of our organization and customers. The key to achieving these goals is our focus on driving further inclusivity, growing a strong pipeline of diverse talent, providing equitable access to opportunity, and being intentional in removing bias in our workplace.</p>
(1) Voluntary (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 2021 our employees volunteered nearly 67,000 hours of service and committed more than \$1m in matching gift donations. Employees also received over 451,000 total hours of training, averaging 18.7 training hours per employee.</p>

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 24,400 employees stationed throughout the world. 14,700 come from the Americas, 6,100 come from the Asia Pacific region, and 3,600 come from the Europe, Middle East, and Africa 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	<p>The Thomson Reuters Code of Conduct 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 policy is provided at ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21</p> <p>Thomson Reuters Trust Principles guide all actions of Thomson Reuters employees. The Trust Principles are disclosed on the TR website and at thomsonreuters.com/en/about-us/trust-principles.html. Those 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> <p>Thomson Reuters ethical values and our resulting approach to the way we do business are reflected in the Thomson Reuters Code of Business Conduct and Ethics. 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. thomsonreuters.com/en/about-us/social-impact/our-markets/supply-chain-ethical-code.html</p>
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Not currently disclosed