

**Thomson Reuters**  
**Social Impact 2018 - Extended Datasheet**



Note on 2018 data: 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	2018	2017	2016	SDG
Total Employees	25,800	46,100	45,700	N/A
Gender - Male/Female	53%   47%	56%   44%	57%   43%	5
New Hires (all levels) - Male/Female	54%   46%	53%   47%	55%   45%	5
Senior Executives - Male/Female	64%   36%	68%   32%	70%   30%	5
Director/VP - Male/Female	64%   36%	68%   32%	68%   32%	5
Managers - Male/Female	60%   40%	61%   39%	61%   39%	5
Total Training Hours	485,000	2,813,000	2,757,000	N/A
Average Training Hours per Employee	19.4	61.0	54.2	N/A
<b>Head Count by Region</b>				
Americas	16,800	21,800	21,800	N/A
Europe, Middle East and Africa	3,500	10,200	9,900	N/A
Asia	5,500	14,100	14,000	N/A

Financial Data	2018	2017	2016	SDG
Revenue (US\$ millions)	\$ 5,501	\$ 11,333	\$ 11,166	N/A
Operating Expenses (US\$ millions)	\$ (4,131)	\$ (8,079)	\$ (8,232)	N/A
Depreciation (US\$ millions)	\$ (110)	\$ (296)	\$ (313)	N/A
Amortization of computer software (US\$ millions)	\$ 400	\$ (699)	\$ (711)	N/A
Amortization of other identifiable assets (US\$ millions)	\$ 109	\$ (468)	\$ (528)	N/A
Other operating losses, gains, net (US\$ millions)	\$ 29	\$ (36)	\$ 8	N/A
Operating Profit (US\$ millions)	\$ 780	\$ 1,755	\$ 1,390	N/A
Earnings from continuing operations (US\$ millions)	\$ 180	\$ 1,462	\$ 1,056	N/A
Net Earnings (US\$ millions)	\$ 4,039	\$ 1,459	\$ 3,149	N/A
Basic Earnings per share (US\$, 2018 figure includes discontinued operations)	\$ 5.91	\$ 1.94	\$ 4.14	N/A

Community Investment	Targets	2018	2017	2016	SDG
Volunteering Hours	185,000	136,000	177,000	137,000	1,2,4,5,13,16
Matching Gifts (US\$)	N/A	\$1,071,000	\$1,639,000	\$1,965,000	1, 2, 4, 13
Volunteer Grants (US\$)	N/A	\$1,579,000	\$1,019,000	\$614,000	1, 2, 4, 13
Volunteer Grants Participating Employees	1600	1955	1476	919	
Volunteer Hours/Employee	N/A	5.3	3.8	2.9	
Volunteer Grants/Employee	N/A	\$61.20	\$22.10	\$13.44	

Environment	Targets	2018	2017	2016	SDG
Total CO <sub>2</sub> emissions (absolute - tonnes)	297,000	126,000	300,000	411,000	12, 13
Total CO <sub>2</sub> emissions (market - tonnes)	289,000	126,000	292,000	Started 2017	12, 13
Scope 1	7,000	6,300	7,000	6,500	
Scope 2 (electric)	246,000	92,000	249,000	285,000	
Scope 2 (leased heat)	7,000	4,000	7,000	68,000	
Scope 3	37,000	24,000	37,000	51,000	
Electricity used (kWh)	475,893,000	171,862,000	480,700,000	532,389,000	12, 13
Emissions per US\$ million (tonnes)	N/A	22.90	26.47	36.81	
Real estate footprint (sqft)	N/A	6,536,000	10,868,000	12,543,000	
Emissions per 1,000 sq ft (tonnes)	N/A	19.28	27.60	32.77	
Year over Year % decline in Emissions per 1000 sq ft	N/A	30%	16%	7%	
<b>Business Travel</b>					
Total Miles Traveled	177,729,000	109,306,000	179,525,000	166,949,000	12
Total Travel CO <sub>2</sub> emissions (tonnes)	37,000	24,000	37,000	51,000	12
Air Miles Flown	175,980,000	100,818,000	177,758,000	164,934,000	
Air CO <sub>2</sub> emissions (tonnes)	32,000	18,000	32,000	43,000	
Rail: Miles Traveled	1,749,000	874,000	1,767,000	2,015,000	
Rail CO <sub>2</sub> emissions (tonnes)	132	62	133	199	

\* 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.

Refinitiv ESG Index Scores	2018	2017	2016
ESG Combined Score	B	C	B+
Overall Company Score	B	B+	B+
ESG Controversies Score	B-	D	B-

\*ESG Scores are based on prior years data. E.g. ESG Index 2018 scores are based on 2017 reported data. Scores come from Refinitiv's ESG score indices.

## Policies

[Corporate Responsibility & Inclusion Policy](#)  
[Trust Principles](#)  
[Code of Business Conduct and Ethics](#)  
[Supply Chain Ethical Code](#)  
[Volunteering Policy](#)  
[Environment, Health & Safety Policy](#)  
[Diversity & Inclusion Commitments and Policy](#)  
[Modern Slavery Statement](#)  
[Community Support Policy](#)  
[Data Privacy](#)  
[Data Security](#)

## Additional Information

For a more in-depth analysis of Thomson Reuters Environmental data, please see our public CDP reports at [www.cdp.net](http://www.cdp.net)

For a closer look into specific initiatives within Community Investment, Diversity and Inclusion, and Sustainability, please visit <http://archive.annual-report.thomsonreuters.com/2017/downloads/thomson-reuters-cri-report-2017.pdf>

## 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 Diversity and Inclusion efforts support SDG 5. In addition, in 2018 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](http://thomsonreuters.com)

## SASB Disclosure

Data Security		
Accounting metric	Code	Disclosure
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	Our global Information Security Risk Management (ISRM) function is responsible for ensuring applications, platforms and infrastructure are protected and our customer data is safeguarded. 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 to 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 considers it our duty to pursue the virtues of objectivity, accuracy, fairness, and transparency just as we have for more than 100 years. Thomson Reuters respects the privacy rights of our users, their clients and the public and is committed to protecting their information. The Thomson Reuters Privacy Notice (published at <a href="http://TR.com/privacy">TR.com/privacy</a> ) 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 Notice describes 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 Notice 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 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	Like all large global information companies, Thomson Reuters faces cybersecurity threats on a regular basis; however, there have been no material incidents in the last 12 months resulting in any actual or threatened litigation, regulatory investigations or insurance claims.

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 on our intranet and at <a href="https://ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21">https://ir.thomsonreuters.com/static-files/352a3d3f-7e24-443b-be90-bbb840b5bc21</a></p> <p>Thomson Reuters Trust Principles guide all actions of Thomson Reuters employees. The Trust Principles are disclosed on the TR website and at <a href="https://www.thomsonreuters.com/en/about-us/trust-principles.html">https://www.thomsonreuters.com/en/about-us/trust-principles.html</a>. 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>
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
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	<p>Senior Executives (64%   36%) - Male/Female All Employees (53%   47%) - Male/Female</p> <p>To serve our customers and communities, we want to attract and retain the most talented individuals and create an environment where all our people can develop to their full potential. We achieve this by:</p> <ul style="list-style-type: none"> <li>• Imbedding inclusion and diversity into all organizational processes, and partner with Business and HR Leaders to champion inclusive practices around the globe.</li> <li>• Expanding awareness, knowledge, capabilities, and cultural competency around Inclusion and Diversity for people leaders and individual contributors globally.</li> <li>• Overseeing and providing consultation to the Business Resource Groups to support the delivery and execution of their strategic business impact and inclusion goals. Our BRGs provide a network of support for other employees and work with the business to enhance professional development, recruitment and retention.</li> </ul> <p>In addition, a key component of our diversity and inclusion approach is identification, development and advancement of women globally for leadership positions. In 2018, the overall representation of women in senior leadership positions was 36%, just below our goal of 40% by 2020.</p>
(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. 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 2018 our employees volunteered over 136,000 hours of service and committed more than \$1,071,000 in matching grants. Employees also received over 485,000 total hours of training, averaging 19.4 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 25,800 employees stationed throughout the world. 16,800 come from the Americas, 5,500 come from the Asian Pacific region, and 3,500 come from the European, Middle East, and African regions (EMEA).
Employee hours worked, percentage billable	SV-PS-000.B	Not currently disclosed