

GRI Index

LSEG has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards. GRI 1: Foundation 2021.

Disclosure	Indicator	Profile	Reference
General – Organizational Profile	102-1	Name of the organization	London Stock Exchange Group PLC Annual Report 2022, page 1
	102-2	Activities, brands, products, and services	We describe our business model, the components of our Group and how they link together, and how we add value in our Annual Report. We also show an overview by business of our services and their associated customers. Annual Report 2022, page 2
	102-3	Location of headquarters	10 Paternoster Square, London, EC4M 7LS Annual Report 2022, page 251
	102-4	Location of operations	LSEG has significant operations across Europe, the Middle East, Africa, North America, Latin America, and Asia Pacific. Annual Report 2022, page 2
	102-5	Ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106). Annual Report 2022, page 251
	102-6	Markets served	The markets we serve, revenue distribution by business and geographic area, as well as customer profiles are included in our Annual Report. Annual Report 2022, page 2
	102-7	Scale of the organization	Financial information (including revenues and assets and liabilities) is provided in our Annual Report. The number of employees is also provided in our Sustainability Report. Annual Report 2022, pages 40 to 48 and 66 Sustainability Report 2022, page 23
	102-8	Information on employees and other workers	We provide an overview of employee statistics in our Sustainability Report including breakdowns of information by region, contract type, gender, organisational level and age group. Sustainability Report 2022, page 25
	102-9	Supply chain	An overview of our supply chain and of the way in which we collaborate with our suppliers is contained in our Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website. Supplier Code of Conduct https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports Modern Slavery Statement 2022 https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports
	102-10	Significant changes to the organization and its supply chain	We provide a financial review and a list of substantial shareholders in our Annual Report. Annual Report 2022, page 250
	102-11	Precautionary Principle or approach	Given the nature of our product portfolio, we deem this aspect not material.
	102-12	External initiatives	We participate in the following initiatives: <ul style="list-style-type: none"> • Task Force on Climate-related Financial Disclosures (TCFD) • Valuable 500 initiative • BITC Race at Work Charter • Transition Plan Taskforce (TPT) • The Future of Sustainable Data Alliance (FoSDA) • The Glasgow Financial Alliance for Net Zero (GFANZ) and Net Zero Financial Service Providers Alliance (NZFSPA) A number of other initiatives are listed in our Sustainability report and our Climate Report. Sustainability Report 2022, pages 21 and 27 Climate Report 2022, page 21
	Membership of associations	We are a member of the Green Finance Task Force; the Green Finance Institute; the FC4S Network; a number of investor ESG collaborative bodies and initiatives including the UN backed PRI, UK SIF, US SIF, Euro SIF, ICGN, Japan SIF and RIAA.	

GRI Index continued

Disclosure	Indicator	Profile	Reference
General – Strategy	102–14	Statement from senior decision-maker	A message from our CEO, David Schwimmer, is included in our Sustainability Report and Annual Report.
	102–15	Key impacts, risks, and opportunities	An overview of key impacts, risks and opportunities is described in our Annual Report, Sustainability Report and our Climate Report.
General – Ethics and Integrity	102–16	Values, principles, standards, and norms of behaviour	The values and the principles to which we adhere in carrying out our activities are clearly stated in the governance section of our Sustainability Report. Our Code of Conduct further explains the ethical framework that we expect our employees to operate in.
General – Governance	102–18	Governance structure	An overview of our sustainability governance is presented in our Sustainability Report; further explanation is provided in our Group Sustainability Policy.
	102–19	Delegating authority	A diagram on sustainability governance is provided in our Sustainability Report.
	102–20	Executive-level responsibility for economic, environmental, and social topics	This information is presented in our published Group Sustainability Policy.
	102–21	Consulting stakeholders on economic, environmental, and social topics	We discuss some of our sustainability related stakeholder engagement in our Sustainability Report.
	102–22	Composition of the highest governance body and its committees	The Board structure and changes are reported in our Annual Report.
	102–23	Chair of the highest governance body	The Chairman of the Group is independent on appointment.
	102–24	Nominating and selecting the highest governance body	We include the Report of the Nomination Committee in our Annual Report.
	102–25	Conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed.
	102–32	Highest governance body's role in sustainability reporting	The Board reviews and approves the Sustainability Report. An overview of our sustainability governance is presented in our Sustainability Report; further explanation is provided in our Group Sustainability Policy.
	102–35	Remuneration policies	A full summary of compensation and remuneration within the Group can be found in the Directors' Report on Remuneration in our Annual Report.
	102–36	Process for determining remuneration	
	102–37	Stakeholders' involvement in remuneration	
	102–38	Annual total compensation ratio	
102–39	Percentage increase in annual total compensation ratio		

GRI Index continued

Disclosure	Indicator	Profile	Reference	
General – Stakeholder Engagement	102–40	List of stakeholder groups	The list of our key stakeholders is provided in our Annual Report including our Section 172(f) statement and our Sustainability Report.	Annual Report 2022, pages 60 to 70 Sustainability Report 2022, page 30
	102–41	Collective bargaining agreements	We report the percentage of employees covered by collective bargaining agreements in our Sustainability Report.	Sustainability Report 2022, page 39
	102–42	Identifying and selecting stakeholders	Stakeholder engagement is mainly project and product-based. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.	Annual Report 2022, pages 60 to 70
	102–43	Approach to stakeholder engagement	Stakeholder engagement is mainly project and product based however, the way in which we engage with different stakeholder groups depends on their specific characteristics. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.	Annual Report 2022, pages 60 to 70
	102–44	Key topics and concerns raised	Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.	Annual Report 2022, pages 60 to 70
General – Reporting Practice	102–45	Entities included in the consolidated financial statements	A list of LSEG’s subsidiaries is provided in our Annual Report.	Annual Report 2022, page 106
	102–46	Defining report content and topic Boundaries	Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators. Internally, initiatives are evaluated on their relevance to seven impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported.	Sustainability Report 2022, pages 8 to 9
	102–47	List of material topics	On the basis of our materiality assessment six impact areas are considered as material to LSEG; they are listed and described in our Sustainability Report.	Sustainability Report 2022, pages 8 to 9
	102–48	Restatements of information	Restatements of our 2018 and 2019 GHG emissions took place during 2020. Details of this can be found in our Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	102–49	Changes in reporting	Details of changes to our GHG reporting can be found in our Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	102–50	Reporting period	We report on a Calendar Year 2022 basis for both our Annual Report and Sustainability Report.	Sustainability Report 2022, page 1
	102–51	Date of most recent report	31-Dec-2022	
	102–52	Reporting cycle	We report annually.	
	102–53	Contact point for questions regarding the report	Contact details are provided in our Sustainability Report	Sustainability Report 2022, page 42
	102–54	Claims of reporting in accordance with the GRI Standards	This report references the following GRI Standard: GRI 102: General Disclosure, 2016 GRI 103: Management Approach, 2016 GRI 201: Economic Performance, 2016 GRI 205: Anti-Corruption, 2016 GRI 302: Energy, 2016 GRI 303: Water and Effluents, 2018 GRI 305: Emissions, 2016 GRI 306: Effluents and Waste, 2016 GRI 401: Employment, 2016 GRI 403: Occupational Health and Safety, 2018 GRI 404: Training and Education, 2016 GRI 405: Diversity and Equal Opportunity, 2016 GRI 406: Non-discrimination, 2016 GRI 408: Child Labor, 2016 GRI 409: Forced or Compulsory Labor, 2016 GRI 415: Public Policy, 2016	
	102–55	GRI content index	The present GRI content index has been prepared in accordance with the disclosure requirements.	
		External assurance	Our Annual Report 2022 was subject to both internal and external verification. Our Sustainability Report 2022 was submitted to an internal verification process. Environmental data was externally verified.	Sustainability Report 2022, page 17 Annual Report 2022, page 57

GRI Index continued

Disclosure	Indicator	Profile	Reference	
Management Approach	103-1	Explanation of the material topic and its Boundary	Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators; internally, initiatives are evaluated on their relevance to seven impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported.	Sustainability Report 2022, pages 8 to 9
	103-2	The management approach and its components	For each material topic, we provide an overview of our management approach, including commitments, actions and initiatives, in our Sustainability Report.	Sustainability Report 2022, page 8
Economic Performance	201-1	Direct economic value generated and distributed	Our financial review is set out in our Annual Report. Our community investment/LSEG Foundation commitments and data are summarised in our Sustainability Report.	Annual Report 2022, page 53 Sustainability Report 2022, page 28
	201-2	Financial implications and other risks and opportunities due to climate change	In June 2017 LSEG signed a statement of support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Details on LSEG's alignment to TCFD recommendations are reported in our Sustainability Report, Climate Report and our Annual Report.	Annual Report 2022, pages 55 to 56 Sustainability Report 2022, page 15 Climate Report, page 4
	201-3	Defined benefit plan obligations and other retirement plans	The Group operates defined benefit and defined contribution pension schemes.	
Anti-corruption	205-1	Operations assessed for risks related to corruption	The Group continues to maintain systems and controls to mitigate compliance risk.	Annual Report 2022, pages 81 to 82
	205-2	Communication and training about anti-corruption policies and procedure	In compliance with the UK Bribery Act, we make clear the specific responsibilities of all of our employees and business partners, and we require all our employees, partners, agents, suppliers and customers to comply with the regulation. Accordingly, there have been no breaches of this policy material to LSEG in 2022.	Annual Report 2022, page 53 Sustainability Report 2022, page 33
	205-3	Confirmed incidents of corruption and actions taken	No employees were disciplined or dismissed due to non-compliance with anti-corruption policies in 2022.	Sustainability Report 2022, page 33
Environmental Category – Energy	302-1	Energy consumption within the organisation	We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013.	Sustainability Report 2022, pages 17 and 41
	302-3	Energy consumption	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	302-4	Reduction of energy consumption	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
Environmental Category – Water and Effluents	303-5	Water consumption	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
Environmental Category – Emissions	305-1	Direct (Scope 1) GHG emissions	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	305-2	Energy indirect (Scope 2) GHG emissions	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	305-3	Other indirect (Scope 3) GHG emissions	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	305-4	GHG emissions intensity	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
	305-6	Reduction of GHG emissions	We include this in the Environment section of the Sustainability Report.	Sustainability Report 2022, pages 17 and 41
Environmental Category – Effluents and Waste	306-2	Waste by type and disposal method	We include this in the Environment section of the Sustainability Report, under 'Waste'.	Sustainability Report 2022, pages 17 and 41

GRI Index continued

Disclosure	Indicator	Profile	Reference
Labour Practices and Decent Work Category – Employment	401–1	New employee hires and employee turnover	We report three-year time series of comparable data of employee-based indicators.
	401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer a number of rewards, and career opportunities and development for employees.
Labour Practices and Decent Work Category: Occupational Health and Safety	403–1	Occupational health and safety management system	In compliance with local legal requirements, a health and safety management system is implemented at the Group level. An update on H&S policy and systems improvements is presented in the Sustainability Report.
	403–3	Occupational health services	LSEG is committed to high standards of health and safety management. Updates on how the Group ensures the quality of H&S services are presented in our Sustainability Report.
	403–4	Worker participation, consultation, and communication on occupational health and safety	LSEG workforce is represented in formal joint management-worker health and safety committees.
	403–6	Promotion of worker health	We have implemented a broad wellbeing programme for our employees, spanning across five different areas: financial, mental, physical, social purpose, and work-life balance.
	403–9	Work-related injuries	We include this information in the Social Performance section of our Sustainability Report.
Labour Practices and Decent Work Category – Training and Education	404–3	Percentage of employees receiving regular performance and career development reviews	We report three-year time series of comparable data on training and education.
Labour Practices and Decent Work Category – Diversity and Equal Opportunities	405–1	Diversity of governance bodies and employees	We include initiatives on diversity and inclusion, and report three-year time series of comparable data on diversity and equal opportunity.
Human Rights Category – Non discrimination	406–1	Incidents of discrimination and corrective actions taken	We report three-year time series of comparable data on non-discrimination.
Human Rights Category – Child Labour	408–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, also gives an overview of our due diligence process.
Human Rights Category – Forced or Compulsory Labour	409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, gives also an overview of due diligence process.
Society Category – Public Policy	415–1	Political contributions	We report three-year time series of political contributions.