



London Stock Exchange Group plc (“LSEG”) Board diversity policy

Approved by the Board on 1 December 2021

Purpose and scope

The Board believes that diversity makes us more dynamic, fosters innovation and boosts performance. The Board seeks to maintain a diverse board, which embraces gender, ethnic, and other forms of diversity.

This Board diversity policy (the “Policy”) applies to the Board only. The Board has provided input into and supported a number of workstreams aiming to make LSEG a more diverse and inclusive environment.

Board diversity

The Board’s membership reflects a wide range of skills and business experience, drawn from a number of industries, which is critical for bringing both the expertise required and to enable different perspectives to be brought to Board discussions. The combination of these factors means that the Board benefits from a diverse range of competencies, perspectives and thoughts, providing an ability to challenge on strategic issues and a dynamic environment for decision making.

Commitment

The Board supports and seeks to adhere to the recommendations of the Hampton-Alexander Review on female representation and the recommendations of the Parker Review on ethnic diversity.

Board appointment process and succession planning

The Nomination Committee is responsible for keeping under review the structure, size and composition of the Board and its Committees, to ensure critical skills and experience are regularly refreshed. In carrying out its review the Committee takes account of recent and likely future Board changes, Board expertise (including future expertise needed for the Group), diversity and tenure.

Appointments to the Board and succession plans are based on merit and objective criteria. Other than appointments covered under the Relationship Agreement¹, the Board uses external search consultancies when making such appointments. These firms are required to provide a diverse list of candidates. In particular, the Board’s succession and appointment approach aims to secure balanced shortlists for new appointments.

Review and reporting

The Nomination Committee will review this Policy annually, referring any proposed amendments to the Board for approval, and reporting progress against the Policy in the Annual Report and Accounts.

¹ The relationship agreement effective 29 January 2021 between the Company, York Parent Limited, York Holdings II Limited, York Holdings III Limited and BCP York Holdings (Delaware) L.P. which governs the relationship between the parties following completion of the Refinitiv acquisition.