

UK Gender Pay Gap Data

The UK Government requires that organisations with more than 250 employees report their gender pay gap (GPG). The table shows LSEG's UK statutory disclosures for our four legal entities covered by the regulation for the reporting period 6 April 2024 to 5 April 2025: LSEG Employment Services Limited (LSEG ESL), London Stock Exchange plc (LSE plc), LCH Limited (LCH Ltd) and Refinitiv Limited. Variable pay includes Long Term Incentive Plan (LTIP) awards, which are used to align Senior Leadership roles to long-term goals and strategic growth of LSEG.

LSEG Employment Services Limited

	Mean	Median
Gender hourly pay gap	14%	15%
Gender variable pay gap	5%	17%

	Male	Female
% receiving variable pay	92%	92%

% in each pay quartile	Male	Female
Upper quartile	69%	31%
Upper mid quartile	75%	25%
Lower mid quartile	60%	40%
Lower quartile	50%	50%

Headcount	Male	Female
	827	488

London Stock Exchange PLC

	Mean	Median
Gender hourly pay gap	3%	13%
Gender variable pay gap	-15%	19%

	Male	Female
% receiving variable pay	96%	95%

% in each pay quartile	Male	Female
Upper quartile	72%	28%
Upper mid quartile	71%	29%
Lower mid quartile	62%	38%
Lower quartile	50%	50%

Headcount		
	273	160

Declaration

I confirm that the data and information presented below is accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Schwimmer

Chief Executive Officer
London Stock Exchange Group

LCH Limited

	Mean	Median
Gender hourly pay gap	14%	18%
Gender variable pay gap	28%	24%

	Male	Female
% receiving variable pay	94%	93%

% in each pay quartile	Male	Female
Upper quartile	84%	16%
Upper mid quartile	79%	21%
Lower mid quartile	72%	28%
Lower quartile	59%	41%

Headcount		
	376	140

Refinitiv Limited

	Mean	Median
Gender hourly pay gap	11%	9%
Gender variable pay gap	18%	17%

	Male	Female
% receiving variable pay	94%	96%

% in each pay quartile	Male	Female
Upper quartile	71%	29%
Upper mid quartile	67%	33%
Lower mid quartile	63%	37%
Lower quartile	55%	45%

Headcount		
	1,146	656