

World Economic Forum's Stakeholder Capitalism Metrics Index 2024

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In 2019 the World Economic Forum (WEF) launched the 'Measuring Stakeholder Capitalism Initiative' to improve how companies measure and demonstrate their performance against environmental, social and governance (ESG) indicators and track their positive contributions towards achieving the Sustainable Development Goals (SDGs) on a consistent basis. The initiative promotes disclosure against 21 core and 34 expanded metrics focused on four themes: People, Planet, Prosperity and Principles of Governance. The table below summarises how LSEG reports against the 21 core indicators.

Metric	Disclosure/Theme	Indicator	Disclosure / Reference
Principles of Governance Metrics	Governing purpose	<p>Setting purpose</p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	<p>LSEG's purpose statement is available on our website and our Sustainability Report www.lseg.com</p> <p>Page 5, Sustainability Report 2024</p>
	Quality of governing body	<p>Governance body composition</p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.</p>	<p>Pages 12, 13 and 57, Sustainability Report 2024</p> <p>Page 16, Sustainability Databook 2024</p>
	Stakeholder engagement	<p>Material issues impacting stakeholders.</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p>Page 11, Sustainability Report 2024</p> <p>Page 8, Sustainability Report 2021 (list of material topics)</p> <p>Pages 81 to 90, Annual Report 2024 (principal risks)</p> <p>Pages 73 to 80, Annual Report 2024 (stakeholder engagement)</p>
	Ethical behaviour	<p>Anti-corruption</p> <p>1. Total percentage of governance body members, employees and business partners who have received training on the organization's anticorruption policies and procedures, broken down by region.</p> <p>a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years; and</p> <p>b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.</p> <p>2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.</p>	<p>Our Anti-bribery and Corruption Policy is available here: https://www.lseg.com/en/policies/uk-bribery-act</p> <p>Pages 9 and 15, Sustainability Databook 2024</p>
	Ethical behaviour	<p>Protected ethics advice and reporting mechanisms</p> <p>A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity.</p>	<p>Our Whistleblowing policy is available here: https://www.lseg.com/en/policies/whistleblowing</p> <p>Pages 45 and 46, Sustainability Report 2024</p>
	Risk and opportunity oversight	<p>Integrating risk and opportunity into business process</p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>Page 14, Sustainability Report 2024</p> <p>Pages 81 to 90, Annual Report 2024 (principal risks)</p>

Metric	Disclosure/Theme	Indicator	Disclosure / Reference
Planet Metrics	Climate change	<p>Greenhouse gas (GHG) emissions</p> <p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	Page 4, Sustainability Databook 2024
	Climate change	<p>TCFD implementation</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	Pages 68 to 71, Annual Report 2024 (TCFD table) Page 25, Sustainability Report 2024 (GHG emissions targets)
	Nature loss	<p>Land use and ecological sensitivity</p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	Page 31, Sustainability Report 2024
	Freshwater availability	<p>Water consumption and withdrawal in water stressed areas</p> <p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	We currently do not report on this indicator in the required detail. Page 31, Sustainability Report 2024

Metric	Disclosure/Theme	Indicator	Disclosure / Reference
People Metrics	Dignity and equality.	<p>Risk for incidents of child, forced or compulsory labour.</p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.</p>	<p>Page 48, Sustainability Report 2024</p> <p>Our Human Rights Statement, Modern Slavery Statement and Supplier Code of Conduct are available here: https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports and here: https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports#standards-and-policies</p>
	Health and well being	<p>Health and safety (%)</p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p>Page 13, Sustainability Databook 2024</p> <p>Page 47, Sustainability Report 2024</p>
	Dignity and equality	<p>Diversity and inclusion (%)</p> <p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity).</p>	Page 9, Sustainability Databook 2024
	Dignity and equality	<p>Pay equality (%)</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality; women to men, minor to major ethnic groups, and other relevant equality areas</p>	Page 12, Sustainability Databook 2024
	Dignity and equality	<p>Wage level (%)</p> <p>Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p>	Page 11, Sustainability Databook (CEO pay ratio)
	Skills for the future	<p>Training provided</p> <p>Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees).</p>	Page 8, Sustainability Databook 2024

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Prosperity Metrics	Employment and wealth generation	<p>Absolute number and rate of employment</p> <p>1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	Page 7, Sustainability Databook 2024
	Community and social vitality	<p>Total tax paid</p> <p>The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.</p>	Page 164, Annual Report 2024
	Employment and wealth generation	<p>Economic contribution</p> <p>1. Direct economic value generated and distributed (EVG&D), on an accrual's basis, covering the basic components for the organization's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment</p> <p>2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.</p>	<p>Not applicable</p> <p>We currently do not break down our performance data in the format required for this metric.</p>
	Employment and wealth generation	<p>Financial investment contribution</p> <p>1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.</p>	Pages 43 and 54, Annual Report 2024
	Innovation of better products and services	<p>Total R&D expenses (\$)</p> <p>Total costs related to research and development.</p>	<p>Page 16, Sustainability Databook 2024</p> <p>More information about LSEG's approach to research and development can be found in the LSEG Strategic Report: https://www.lseg.com/en/investor-relations#investor-info</p>