

# London Stock Exchange Group plc ("the Company")

## Remuneration Committee Terms of Reference

Approved by the Board of the Company on 5 December 2018. Effective 1 January 2019.

### 1. Constitution and Purpose

The Committee is constituted by the Board to assist the Board in meeting its responsibilities regarding the determination and implementation of the Remuneration Policy for the Group<sup>1</sup>, including the remuneration of the Chairman, Executive Directors and Senior Management, as well as overseeing the arrangements for the wider workforce.

### 2. Membership and Attendance

2.1 Members of the Committee shall be appointed by the Board on the recommendation of the Nomination Committee. The Committee shall be made up of at least 3 members, all of whom shall be independent non-executive directors. The Chairman of the Board may also serve on the Committee as an additional member if he or she was considered independent on appointment as chairman.

2.2 Only members of the Committee have the right to attend Committee meetings. However, other individuals such as the Chief Executive, the Head of Human Resources and external advisers may be invited to attend for all or part of any meeting as and when appropriate.

2.3 The Board shall appoint the chairman of the Committee (the "Committee Chairman") who shall be an independent non-executive director. In the absence of the Committee Chairman and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting. The Chairman of the Board shall not be the Committee Chairman. The Committee Chairman, should have served on a remuneration committee for at least 12 months prior to his or her appointment.

### 3. Secretary

3.1 The Group Company Secretary or their nominee shall act as the secretary of the Committee and ensure that the Committee receives information and papers in a timely manner to ensure full and proper consideration to be given to matters.

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<sup>1</sup> For the purposes of this document, the Group shall mean LSEG and its direct and indirect subsidiaries.

#### **4. Quorum**

- 4.1 The quorum necessary for the transaction of business shall be 2 (including the Committee Chairman or his delegate). A duly convened meeting of the Committee at which a quorum is present shall be competent to exercise all or any of the authorities, powers and discretions vested in or exercisable by the Committee.

#### **5. Meetings**

- 5.1 The Committee shall meet at least twice a year and at such other times as the Committee Chairman shall require.
- 5.2 The Committee may hold meetings by telephone or using any method of electronic communication and may take decisions without a meeting by unanimous written consent, when the Committee Chairman considers this to be necessary or desirable.

#### **6. Notice of meetings**

- 6.1 Meetings of the Committee shall be summoned by the secretary of the Committee at the request of any of its members.

#### **7. Minutes of meetings**

- 7.1 The secretary shall minute the proceedings and resolutions of all Committee meetings, including the names of those present and in attendance.

#### **8. Annual general meeting**

- 8.1 The Committee Chairman shall attend the annual general meeting prepared to respond to any shareholder questions on the committee's activities.

#### **9. Responsibilities of the Committee Chairman**

- 9.1 The responsibilities of the Committee Chairman include:
- 9.1.1 fostering an open, inclusive and where appropriate, challenging discussion;
  - 9.1.2 ensuring the Committee receives accurate, high quality, timely and clear information necessary to perform its tasks and devoting sufficient time and attention to the matters within its remit;
  - 9.1.3 reporting to the Board on the Committee's activities; and
  - 9.1.4 engaging with shareholders on significant matters related to the areas of responsibility of the Committee.

## 10. Duties

The Committee should carry out the duties below for the parent company, major subsidiary undertakings, relevant regulated undertakings and the Group as a whole as appropriate acting in accordance with the Companies Act 2006, the shareholder approved Remuneration Policy and shall take into account other factors deemed necessary including relevant provisions of the UK Corporate Governance Code, the Remuneration Code and good remuneration practice:

- 10.1 determine and agree with the Board the framework or broad policy for the remuneration of the company's Group Chief Executive Officer, Chairman, Board members, the members of the Executive Committee and senior management as it is designated to consider. The remuneration of non-executive directors shall be a matter for the Board. No director or manager shall be involved in any decisions as to their own remuneration;
- 10.2 in determining such policy, take into account all factors which it deems necessary including clarity, simplicity, risk, predictability, proportionality and alignment to culture. The objective of such policy shall be to ensure that members of the executive management of the company are provided with appropriate incentives to support the Company's strategy and to encourage enhanced performance and the promotion of the long-term success of the Group and, are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Company;
- 10.3 periodically review the ongoing appropriateness and relevance of the Remuneration Policy;
- 10.4 approve the design of, and determine targets for, any performance related pay schemes operated by the Company and approve the total annual payments made under such schemes;
- 10.5 review the design of all share incentive plans for approval by the Board and shareholders. For any such plans, determine each year whether awards will be made, and if so, the overall amount of such awards, the individual awards to executive directors and other senior executives and the performance targets to be used;
- 10.6 ensure that contractual terms on termination, and any payments made, are fair to the individual, and the Company, that failure is not rewarded and that the duty to mitigate loss is fully recognised;
- 10.7 within the terms of the agreed policy and in consultation with the Chairman and/or Chief Executive as appropriate, determine the total individual remuneration package of the Chairman, each executive director and other designated senior executives including bonuses, incentive payments, pension arrangements and share options or other share awards. And recommend and monitor the level and structure of remuneration for such

members of senior management as it is designated to consider including the appropriate application and implementation of malus and/or clawback terms;

- 10.8 in determining such packages and arrangements, give due regard to any relevant legal requirements, the provisions and recommendations in the UK Corporate Governance Code and the Financial Conduct Authority's Listing, Prospectus and Disclosure and Transparency Rules and any other applicable rules or guidance, as appropriate;
- 10.9 review workforce remuneration and other related policies and the alignment of incentives and rewards with culture and take these into account when determining the Company's Remuneration Policy;
- 10.10 ensure that all provisions regarding disclosure of remuneration, including pensions, are fulfilled;
- 10.11 be responsible for appointing and setting the terms of reference for any remuneration consultants who advise the Committee;
- 10.12 obtain reliable, up-to-date information about remuneration in other companies. To help fulfil its duties the Committee shall have full authority to appoint remuneration consultants and to commission any reports or surveys which it deems necessary to help it fulfil its obligations;
- 10.13 to seek advice from the Group Risk Committee on the alignment of risk appetite with performance objectives and on whether any adjustments for risk needs to be applied when considering performance objectives or actual performance;
- 10.14 in relation to the Company's subsidiary LCH Group Holdings Limited ("LCHG"), review and approve proposals in relation to the remuneration of either the LCHG CEO or any member of the LCHG Executive Committee from time to time; and
- 10.15 In relation to the FCA's Remuneration Code ("the Code") review and approve the list of Material Risk Takers and in relation to such staff:
  - a) review and approve related remuneration disclosure;
  - b) seek appropriate advice and input from the Group Risk Committee and appropriate compliance functions;
  - c) ensure that the Remuneration Policy meets the relevant requirements of the Code; and
  - d) review the implementation of the Remuneration Policy for such staff.

10.16 The Committee shall, at least once a year, review its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

## **11. Reporting responsibilities**

11.1 The Committee Chairman shall report formally to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.

11.2 The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

11.3 The Committee shall produce an annual report of the Company's remuneration policy and practices which will form part of the Company's annual report and ensure each year that it is put to shareholders for approval at the AGM.

## **12. Authority**

12.1 The Committee is authorised by the Board to seek any information it requires from any employee of the Company in order to perform its duties.

12.2 In connection with its duties the Committee is authorised by the Board, at the company's expense to obtain any outside legal or other professional advice and invite persons giving such advice to attend Committee meetings.

12.3 The Committee is authorised to delegate any of its powers to one or more of its members or the Secretary of the Committee.