

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 2023 to 5 April 2024: 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	15%	15%
Gender variable pay gap	24%	22%

	Male	Female
% receiving variable pay	93%	92%

% in each pay quartile	Male	Female
Upper quartile	68%	32%
Upper mid quartile	76%	24%
Lower mid quartile	63%	37%
Lower quartile	47%	53%

Headcount	Male	Female
	827	494

London Stock Exchange PLC

	Mean	Median
Gender hourly pay gap	9%	14%
Gender variable pay gap	-11%	10%

	Male	Female
% receiving variable pay	94%	96%

% in each pay quartile	Male	Female
Upper quartile	74%	26%
Upper mid quartile	68%	32%
Lower mid quartile	65%	35%
Lower quartile	53%	47%

Headcount		
	296	167

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	13%	16%
Gender variable pay gap	1%	26%

	Male	Female
% receiving variable pay	97%	98%

% in each pay quartile	Male	Female
Upper quartile	81%	19%
Upper mid quartile	79%	21%
Lower mid quartile	71%	29%
Lower quartile	59%	41%

Headcount		
	372	145

Refinitiv Limited

	Mean	Median
Gender hourly pay gap	9%	9%
Gender variable pay gap	15%	9%

	Male	Female
% receiving variable pay	96%	95%

% in each pay quartile	Male	Female
Upper quartile	71%	29%
Upper mid quartile	67%	33%
Lower mid quartile	64%	36%
Lower quartile	55%	45%

Headcount		
	1,250	713