

Diversity and Inclusion Statement

Introduction

London Stock Exchange Group (LSEG) is committed to creating a culture of openness and inclusion and building a workplace that embraces diversity of every kind. Our D&I intent is to create a truly inclusive organisation where:

- All our people can achieve their potential
- Our leaders take accountability for driving sustainable change
- We are all accountable for creating an inclusive culture
- We invest in our people.

Diversity & Inclusion Statement

Our success depends on our people, whoever they are and wherever they are from, working together to develop the best solutions to meet our customers' needs. Creating a diverse and inclusive organisation is fundamental to the way we deliver our promise, and our purpose.

In doing this we are focused on promoting long-term behavioural and systemic change that contributes to the culture we have committed to create which can be characterised as follows:

- **CONNECT – we work as one company to serve our customers:** creating an environment that encourages collaboration, breaks down silos and builds a sense of belonging across our global business
- **CREATE OPPORTUNITY – we have the courage to think differently:** recognising the value that comes from diverse perspectives and disrupting established norms to create positive change
- **DELIVER EXCELLENCE - we execute to the highest standards:** accountability for our progress and a transparent approach on how we engage with our people around D&I.

In addition to creating an open and inclusive culture we are committed to supporting diversity and equal opportunity through the following commitments:

- Removing barriers towards equal opportunities in the way we advertise and recruit for our roles
- Increasing education and awareness on diversity and inclusion through our global learning offering so that our people understand the role they play in making everyone feel included
- Maintaining zero-tolerance of bullying, harassment, and discrimination of any kind
- Promoting flexible working arrangements for all our people, where their role allows, to ensure a fair balance between work and home commitments
- Providing employees with equal pay for equivalent work regardless of characteristics such as gender, ethnicity, disability, or religious beliefs

Governance

The Group General Counsel is the Executive Sponsor of this Statement. The Group Head of Sustainability is the Statement owner.