

Sustainability Policy

INTRODUCTION

LSEG is committed to taking a leading approach on sustainability which is aligned with, and contributes to LSEG's purpose: Driving financial stability, empowering economies and enabling customers to create sustainable growth. Given LSEG's central position within capital markets we aim to be a strategic enabler of sustainable growth.

This policy sets out how the Group will ensure that its approach to sustainability is commensurate with this ambition and meets the expectations of customers, employees, regulators, shareholders and other stakeholders.

OUR POLICY

LSEG aims to take a leadership approach on sustainability and as such the Group must have appropriate governance, strategy, and resources to fulfil this ambition. Sustainability is an evolving topic, with certain issues growing and diminishing in importance over time. As such we expect the Group's sustainability approach to evolve over time, reflecting the issues of greatest relevance, underpinned by a commitment to continuous improvement.

To ensure the Group adopts and maintains an effective approach that remains relevant and commensurate with LSEG's ambition, the Group must be able to demonstrate the following minimum requirements:

- The Group must operate an effective governance structure, including at Board and Executive Management level, to ensure there is adequate direction, accountability, oversight and delivery of the Group's sustainability approach.
- Ensure the Group's sustainability approach is aligned with relevant international frameworks and standards such as, but not limited to, the UN Global Compact Principles, the UN Sustainable Development Goals, and the OECD Guidelines for Multinational Enterprises.
- The Group must comply with all sustainability-related legal requirements in all applicable jurisdictions. These requirements include but may not be limited to issues such as environmental protection, employee relations, diversity and inclusion, human rights and sustainability disclosures.
- LSEG's sustainability approach must include action on the Group's material sustainability issues. These are environmental, social or governance (ESG) issues which are of greatest relevance to the business and its stakeholders. The Group must be able to demonstrate how material issues are identified and assessed over time.
- Sustainability risks must be embedded into LSEG's Enterprise Risk Framework to ensure that relevant risks are identified, and appropriate controls are in place to mitigate or manage them in line with the Group Risk Appropriate.
- The Group must have a defined sustainability strategy, with clear aims and objectives, which is approved by the Sustainability Committee, Executive Committee and LSEG Board.
- The Group must monitor its performance in relation to its sustainability strategy, using appropriate metrics and key performance indicators which provide a clear reflection of the Group's sustainability performance.
- Review the Group's sustainability strategy regularly, not less than every three years, to ensure it remains appropriate for the Group's ambition and is focused on those sustainability issues which are material to the Group and its stakeholders.
- LSEG must publicly disclose the Group's performance in relation to its sustainability programmes, providing a fair and balanced account of performance, at least annually. These disclosures include, but may not be limited to the Annual Report, Sustainability Report, TCFD Report, Modern Slavery Statement, Climate Transition Plan and Gender Pay Gap Report.

This Policy is approved by the LSEG Board. The Chief Corporate Affairs and Marketing Officer is the Executive Sponsor, and the Group Head of Sustainability is the Policy owner.

