

# GRI Index

LSEG has reported the information cited in this GRI content index for the period from 1 January 2022 to 31 December 2022 with reference to the GRI Standards. GRI 1: Foundation 2021.

| Disclosure                                      | Indicator                  | Profile  | Reference  |
|---|----------------------------|--|--|
| <b>General –<br/>Organizational<br/>Profile</b> | 102-1                      | Name of the organization   | London Stock Exchange Group PLC<br>Annual Report 2022, page 1  |
|   | 102-2                      | Activities, brands, products, and services   | We describe our business model, the components of our Group and how they link together, and how we add value in our Annual Report. We also show an overview by business of our services and their associated customers.<br>Annual Report 2022, page 2  |
|   | 102-3                      | Location of headquarters   | 10 Paternoster Square, London, EC4M 7LS<br>Annual Report 2022, page 251  |
|   | 102-4                      | Location of operations   | LSEG has significant operations across Europe, the Middle East, Africa, North America, Latin America, and Asia Pacific.<br>Annual Report 2022, page 2  |
|   | 102-5                      | Ownership and legal form   | LSEG is a public limited company registered in England and Wales (No. 5369106).<br>Annual Report 2022, page 251  |
|   | 102-6                      | Markets served   | The markets we serve, revenue distribution by business and geographic area, as well as customer profiles are included in our Annual Report.<br>Annual Report 2022, page 2  |
|   | 102-7                      | Scale of the organization  | Financial information (including revenues and assets and liabilities) is provided in our Annual Report. The number of employees is also provided in our Sustainability Report.<br>Annual Report 2022, pages 40 to 48 and 66<br>Sustainability Report 2022, page 23   |
|   | 102-8                      | Information on employees and other workers   | We provide an overview of employee statistics in our Sustainability Report including breakdowns of information by region, contract type, gender, organisational level and age group.<br>Sustainability Report 2022, page 25  |
|   | 102-9                      | Supply chain   | An overview of our supply chain and of the way in which we collaborate with our suppliers is contained in our Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website.<br>Supplier Code of Conduct<br><a href="https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports">https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports</a><br>Modern Slavery Statement 2022<br><a href="https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports">https://www.lseg.com/en/sustainability-strategy/disclosures-and-reports</a>                                |
|   | 102-10                     | Significant changes to the organization and its supply chain   | We provide a financial review and a list of substantial shareholders in our Annual Report.<br>Annual Report 2022, page 250   |
|   | 102-11                     | Precautionary Principle or approach  | Given the nature of our product portfolio, we deem this aspect not material.   |
|   | 102-12                     | External initiatives   | We participate in the following initiatives: <ul style="list-style-type: none"> <li>• Task Force on Climate-related Financial Disclosures (TCFD)</li> <li>• Valuable 500 initiative</li> <li>• BITC Race at Work Charter</li> <li>• Transition Plan Taskforce (TPT)</li> <li>• The Future of Sustainable Data Alliance (FoSDA)</li> <li>• The Glasgow Financial Alliance for Net Zero (GFANZ) and Net Zero Financial Service Providers Alliance (NZFSPA)</li> </ul> A number of other initiatives are listed in our Sustainability report and our Climate Report.<br>Sustainability Report 2022, pages 21 and 27<br>Climate Report 2022, page 21 |
|   | Membership of associations | We are a member of the Green Finance Task Force; the Green Finance Institute; the FC4S Network; a number of investor ESG collaborative bodies and initiatives including the UN backed PRI, UK SIF, US SIF, Euro SIF, ICGN, Japan SIF and RIAA. |  |

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| Disclosure                            | Indicator  | Profile   | Reference   |
|---------------------------------------|--|---|---|
| <b>General – Strategy</b>             | 102–14   | Statement from senior decision-maker  | A message from our CEO, David Schwimmer, is included in our Sustainability Report and Annual Report.  |
|                                       | 102–15   | Key impacts, risks, and opportunities   | An overview of key impacts, risks and opportunities is described in our Annual Report, Sustainability Report and our Climate Report.  |
| <b>General – Ethics and Integrity</b> | 102–16   | Values, principles, standards, and norms of behaviour                         | The values and the principles to which we adhere in carrying out our activities are clearly stated in the governance section of our Sustainability Report. Our Code of Conduct further explains the ethical framework that we expect our employees to operate in. |
| <b>General – Governance</b>           | 102–18   | Governance structure  | An overview of our sustainability governance is presented in our Sustainability Report; further explanation is provided in our Group Sustainability Policy.   |
|                                       | 102–19   | Delegating authority  | A diagram on sustainability governance is provided in our Sustainability Report.  |
|                                       | 102–20   | Executive-level responsibility for economic, environmental, and social topics | This information is presented in our published Group Sustainability Policy.   |
|                                       | 102–21   | Consulting stakeholders on economic, environmental, and social topics         | We discuss some of our sustainability related stakeholder engagement in our Sustainability Report.  |
|                                       | 102–22   | Composition of the highest governance body and its committees                 | The Board structure and changes are reported in our Annual Report.  |
|                                       | 102–23   | Chair of the highest governance body  | The Chairman of the Group is independent on appointment.  |
|                                       | 102–24   | Nominating and selecting the highest governance body                          | We include the Report of the Nomination Committee in our Annual Report.   |
|                                       | 102–25   | Conflicts of interest   | We have established procedures whereby actual and potential conflicts of interest are regularly reviewed.   |
|                                       | 102–32   | Highest governance body's role in sustainability reporting                    | The Board reviews and approves the Sustainability Report. An overview of our sustainability governance is presented in our Sustainability Report; further explanation is provided in our Group Sustainability Policy.   |
|                                       | 102–35   | Remuneration policies   | A full summary of compensation and remuneration within the Group can be found in the Directors' Report on Remuneration in our Annual Report.  |
|                                       | 102–36   | Process for determining remuneration  |   |
|                                       | 102–37   | Stakeholders' involvement in remuneration                                     |   |
|                                       | 102–38   | Annual total compensation ratio   |   |
| 102–39                                | Percentage increase in annual total compensation ratio |   |   |

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| Disclosure                              | Indicator | Profile  | Reference  |   |
|---|-----------|--|--|---|
| <b>General – Stakeholder Engagement</b> | 102–40    | List of stakeholder groups                                 | The list of our key stakeholders is provided in our Annual Report including our Section 172(f) statement and our Sustainability Report.  | Annual Report 2022, pages 60 to 70<br>Sustainability Report 2022, page 30 |
|   | 102–41    | Collective bargaining agreements                           | We report the percentage of employees covered by collective bargaining agreements in our Sustainability Report.  | Sustainability Report 2022, page 39                                       |
|   | 102–42    | Identifying and selecting stakeholders                     | Stakeholder engagement is mainly project and product-based. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.  | Annual Report 2022, pages 60 to 70  |
|   | 102–43    | Approach to stakeholder engagement                         | Stakeholder engagement is mainly project and product based however, the way in which we engage with different stakeholder groups depends on their specific characteristics. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.  | Annual Report 2022, pages 60 to 70  |
|   | 102–44    | Key topics and concerns raised                             | Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(f) statement.  | Annual Report 2022, pages 60 to 70  |
| <b>General – Reporting Practice</b>     | 102–45    | Entities included in the consolidated financial statements | A list of LSEG’s subsidiaries is provided in our Annual Report.  | Annual Report 2022, page 106  |
|   | 102–46    | Defining report content and topic Boundaries               | Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators. Internally, initiatives are evaluated on their relevance to seven impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported.   | Sustainability Report 2022, pages 8 to 9                                  |
|   | 102–47    | List of material topics                                    | On the basis of our materiality assessment six impact areas are considered as material to LSEG; they are listed and described in our Sustainability Report.  | Sustainability Report 2022, pages 8 to 9                                  |
|   | 102–48    | Restatements of information                                | Restatements of our 2018 and 2019 GHG emissions took place during 2020. Details of this can be found in our Sustainability Report.   | Sustainability Report 2022, pages 17 and 41                               |
|   | 102–49    | Changes in reporting                                       | Details of changes to our GHG reporting can be found in our Sustainability Report.   | Sustainability Report 2022, pages 17 and 41                               |
|   | 102–50    | Reporting period   | We report on a Calendar Year 2022 basis for both our Annual Report and Sustainability Report.  | Sustainability Report 2022, page 1  |
|   | 102–51    | Date of most recent report                                 | 31-Dec-2022  |   |
|   | 102–52    | Reporting cycle  | We report annually.  |   |
|   | 102–53    | Contact point for questions regarding the report           | Contact details are provided in our Sustainability Report  | Sustainability Report 2022, page 42                                       |
|   | 102–54    | Claims of reporting in accordance with the GRI Standards   | This report references the following GRI Standard:<br>GRI 102: General Disclosure, 2016<br>GRI 103: Management Approach, 2016<br>GRI 201: Economic Performance, 2016<br>GRI 205: Anti-Corruption, 2016<br>GRI 302: Energy, 2016<br>GRI 303: Water and Effluents, 2018<br>GRI 305: Emissions, 2016<br>GRI 306: Effluents and Waste, 2016<br>GRI 401: Employment, 2016<br>GRI 403: Occupational Health and Safety, 2018<br>GRI 404: Training and Education, 2016<br>GRI 405: Diversity and Equal Opportunity, 2016<br>GRI 406: Non-discrimination, 2016<br>GRI 408: Child Labor, 2016<br>GRI 409: Forced or Compulsory Labor, 2016<br>GRI 415: Public Policy, 2016 |   |
|   | 102–55    | GRI content index  | The present GRI content index has been prepared in accordance with the disclosure requirements.  |   |
|   |           | External assurance   | Our Annual Report 2022 was subject to both internal and external verification. Our Sustainability Report 2022 was submitted to an internal verification process. Environmental data was externally verified.   | Sustainability Report 2022, page 17<br>Annual Report 2022, page 57        |

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| Disclosure  | Indicator | Profile  | Reference  |   |
|---|-----------|--|--|---|
| <b>Management Approach</b>                          | 103-1     | Explanation of the material topic and its Boundary                             | Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators; internally, initiatives are evaluated on their relevance to seven impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported. | Sustainability Report 2022, pages 8 to 9  |
|   | 103-2     | The management approach and its components                                     | For each material topic, we provide an overview of our management approach, including commitments, actions and initiatives, in our Sustainability Report.  | Sustainability Report 2022, page 8  |
| <b>Economic Performance</b>                         | 201-1     | Direct economic value generated and distributed                                | Our financial review is set out in our Annual Report. Our community investment/LSEG Foundation commitments and data are summarised in our Sustainability Report.   | Annual Report 2022, page 53<br>Sustainability Report 2022, page 28                                  |
|   | 201-2     | Financial implications and other risks and opportunities due to climate change | In June 2017 LSEG signed a statement of support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Details on LSEG's alignment to TCFD recommendations are reported in our Sustainability Report, Climate Report and our Annual Report.  | Annual Report 2022, pages 55 to 56<br>Sustainability Report 2022, page 15<br>Climate Report, page 4 |
|   | 201-3     | Defined benefit plan obligations and other retirement plans                    | The Group operates defined benefit and defined contribution pension schemes.   |   |
| <b>Anti-corruption</b>                              | 205-1     | Operations assessed for risks related to corruption                            | The Group continues to maintain systems and controls to mitigate compliance risk.  | Annual Report 2022, pages 81 to 82  |
|   | 205-2     | Communication and training about anti-corruption policies and procedure        | In compliance with the UK Bribery Act, we make clear the specific responsibilities of all of our employees and business partners, and we require all our employees, partners, agents, suppliers and customers to comply with the regulation. Accordingly, there have been no breaches of this policy material to LSEG in 2022.   | Annual Report 2022, page 53<br>Sustainability Report 2022, page 33                                  |
|   | 205-3     | Confirmed incidents of corruption and actions taken                            | No employees were disciplined or dismissed due to non-compliance with anti-corruption policies in 2022.  | Sustainability Report 2022, page 33   |
| <b>Environmental Category – Energy</b>              | 302-1     | Energy consumption within the organisation                                     | We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013.  | Sustainability Report 2022, pages 17 and 41   |
|   | 302-3     | Energy consumption   | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
|   | 302-4     | Reduction of energy consumption  | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
| <b>Environmental Category – Water and Effluents</b> | 303-5     | Water consumption  | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
| <b>Environmental Category – Emissions</b>           | 305-1     | Direct (Scope 1) GHG emissions   | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
|   | 305-2     | Energy indirect (Scope 2) GHG emissions  | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
|   | 305-3     | Other indirect (Scope 3) GHG emissions   | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
|   | 305-4     | GHG emissions intensity  | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
|   | 305-6     | Reduction of GHG emissions   | We include this in the Environment section of the Sustainability Report.   | Sustainability Report 2022, pages 17 and 41   |
| <b>Environmental Category – Effluents and Waste</b> | 306-2     | Waste by type and disposal method  | We include this in the Environment section of the Sustainability Report, under 'Waste'.  | Sustainability Report 2022, pages 17 and 41   |

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| Disclosure   | Indicator | Profile  | Reference   |
|--|-----------|--|---|
| <b>Labour Practices and Decent Work Category – Employment</b>                        | 401–1     | New employee hires and employee turnover   | We report three-year time series of comparable data of employee-based indicators.   |
|  | 401–2     | Benefits provided to full-time employees that are not provided to temporary or part-time employees             | We offer a number of rewards, and career opportunities and development for employees.   |
| <b>Labour Practices and Decent Work Category: Occupational Health and Safety</b>     | 403–1     | Occupational health and safety management system   | In compliance with local legal requirements, a health and safety management system is implemented at the Group level. An update on H&S policy and systems improvements is presented in the Sustainability Report.   |
|  | 403–3     | Occupational health services   | LSEG is committed to high standards of health and safety management. Updates on how the Group ensures the quality of H&S services are presented in our Sustainability Report.   |
|  | 403–4     | Worker participation, consultation, and communication on occupational health and safety                        | LSEG workforce is represented in formal joint management-worker health and safety committees.   |
|  | 403–6     | Promotion of worker health   | We have implemented a broad wellbeing programme for our employees, spanning across five different areas: financial, mental, physical, social purpose, and work-life balance.  |
|  | 403–9     | Work-related injuries  | We include this information in the Social Performance section of our Sustainability Report.   |
| <b>Labour Practices and Decent Work Category – Training and Education</b>            | 404–3     | Percentage of employees receiving regular performance and career development reviews                           | We report three-year time series of comparable data on training and education.  |
| <b>Labour Practices and Decent Work Category – Diversity and Equal Opportunities</b> | 405–1     | Diversity of governance bodies and employees   | We include initiatives on diversity and inclusion, and report three-year time series of comparable data on diversity and equal opportunity.   |
| <b>Human Rights Category – Non discrimination</b>                                    | 406–1     | Incidents of discrimination and corrective actions taken   | We report three-year time series of comparable data on non-discrimination.  |
| <b>Human Rights Category – Child Labour</b>  | 408–1     | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, also gives an overview of our due diligence process. |
| <b>Human Rights Category – Forced or Compulsory Labour</b>                           | 409–1     | Operations and suppliers at significant risk for incidents of forced or compulsory labour                      | In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, gives also an overview of due diligence process.     |
| <b>Society Category – Public Policy</b>  | 415–1     | Political contributions  | We report three-year time series of political contributions.  |