

# GRI Index

The table below summarises our governance disclosures mapped to GRI Standards indicators:

Disclosure	Indicator	Profile	Reference	
<b>General –</b>	102–1	Name of the organisation	London Stock Exchange Group plc.	Annual Report 2021, page 1
<b>Organisational Profile</b>	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. We also show an overview by business for our services and their associated customers.	Annual Report 2021, pages 15–17
	102–3	Location of headquarters	10 Paternoster Square, London, EC4M 7LS.	Annual Report 2021, page 1
	102–4	Location of operations	LSEG is now truly global with a significant presence in North America, Europe, Asia and emerging markets, operating in 70 countries.	Annual Report 2021, page 2
	102–5	Ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106).	Annual Report 2021, page 1
	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.	Annual Report 2021, pages 15–18
	102–7	Scale of the organisation	Financial information (including revenues and assets and liabilities) is provided in the Annual Report. The number of employees is provided in the Sustainability Report.	Annual Report 2021, page 116 <a href="#">Sustainability Report 2021</a> , page 31
	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.	<a href="#">Sustainability Report 2021</a> , page 58
	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 2021 Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website.	<a href="#">2021 Modern Slavery Act Statement and Supplier Code of Conduct</a>
	102–10	Significant changes to the organisation and its supply chain	We provide a financial review and a list of substantial shareholders.	Annual Report 2021, pages 31–49 and 211
	102–11	Precautionary Principle or approach	Given the nature of our product portfolio, we deem this aspect not material.	
	102–12	External initiatives	We are signatories of the following initiatives: letter of support for the recommendation from the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD); Valuable 500 initiative, BITC race at work charter, WFE, GRI, UN SSE, WEF, UNGC and SASB. FTSE Russell partnered with the UN to provide data and analysis that enables the quality of ESG disclosure across exchanges and collaborates with the Transition Pathway Initiative (TPI). A number of other initiatives are listed in our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , pages 21–22, 33 and 45–46
		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.	<a href="#">Sustainability Report 2021</a> , pages 13–14 and 47

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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 the Sustainability Report and Annual Report.	Annual Report 2021, pages 8–9 <a href="#">Sustainability Report 2021</a> , pages 3–4
	102–15	Key impacts, risks, and opportunities	An overview of key impacts and opportunities is described in the Sustainability Report, where our Impact Framework is described. In terms of ESG risks, we are working to further integrate these considerations into.	Annual Report 2021, pages 29 and 30 <a href="#">Sustainability Report 2021</a> , pages 21–22
<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. The Code of Conduct then further explains the ethical framework that we expect our employees to operate in.	<a href="#">Sustainability Report 2021</a> , page 42
<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.	<a href="#">Sustainability Report 2021</a> , page 40
	102–19	Delegating authority	Sustainability governance is provided in the Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 40
	102–20	Executive-level responsibility for economic, environmental and social topics	This information is presented in our published Group Sustainability Policy.	<a href="#">Group Sustainability Policy</a>
	102–21	Consulting stakeholders on economic, environmental and social topics	We discuss some of our sustainability-related stakeholder engagement in our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 41
	102–22	Composition of the highest governance body and its committees	The Board structure and changes are reported in the Annual Report.	Annual Report 2021, pages 67–71
	102–23	Chair of the highest governance body	The Chairman of the Group is independent on appointment.	Annual Report 2021, page 69
	102–24	Nominating and selecting the highest governance body	We include the Report of the Nomination Committee in the Annual Report.	Annual Report 2021, pages 81–82
	102–25	Conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed.	Annual Report 2021, page 76
	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.	<a href="#">Sustainability Report</a> , page 40
	102–35	Remuneration policies	A full summary of compensation and remuneration within the Group can be found in the Directors' Report on	Annual Report 2021, pages 80–91
	102–36	Process for determining remuneration	Remuneration in our Annual Report.	
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 published Code of Conduct. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement.	Annual Report 2021, pages 61–66 <a href="#">LSEG Code of Conduct</a>
	102–41	Collective bargaining agreements	We report on the number of employees covered by collective bargaining agreements.	<a href="#">Sustainability Report 2021</a> , page 58
	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(1) statement.	Annual Report 2021, pages 61–66
	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(1) statement.	Annual Report 2021, pages 61–66
	102–44	Key topics and concerns raised	Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement.	Annual Report 2021, pages 61–66
<b>General – Reporting Practice</b>	102–45	Entities included in the consolidated financial statements	A list of the Group's subsidiaries as at 31 December 2021 is included in the 'Notes to the financial statements'. On 29 January 2021, the all-share acquisition of Refinitiv was completed. A list of the Combined Group's subsidiaries is provided in the 2021 Annual Report.	Annual Report 2021, pages 116–128
	102–46	Defining report content and topic	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 six 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.	<a href="#">Sustainability Report 2021</a> , page 8–10
	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.	<a href="#">Sustainability Report 2021</a> , page 8–10
	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.	<a href="#">Sustainability Report 2021</a> , page 18
	102–49	Changes in reporting	Details of our changes to GHG reporting can be found in our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 18
	102–50	Reporting period	We report on calendar year 2021 basis for both the Annual Report and Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 1
	102–51	Date of most recent report	31 December 2021.	
	102–52	Reporting cycle	We report annually.	
102–53	Contact point for questions regarding the report	Contact details are provided in our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 1	

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Disclosure	Indicator	Profile	Reference	
<b>General – Reporting Practice</b>	102–54	Claims of reporting in accordance with the GRI Standards	This report references the following GRI Standards:	
			GRI 102 General Disclosure	<a href="#">Sustainability Report 2021</a>
			GRI 103 Management Approach	<a href="#">Sustainability Report 2021</a> , page 40
			GRI 201: Economic Performance	Annual Report 2021, page 31
			GRI 205: Anti-Corruption	<a href="#">Sustainability Report</a> , page 41
			GRI 302: Energy	<a href="#">Sustainability Report 2021</a> , page 18
			GRI 303: Water and Effluents	<a href="#">Sustainability Report 2021</a> , page 18
			GRI 305: Emissions	<a href="#">Sustainability Report 2021</a> , page 18
			GRI 306: Effluents and Waste	<a href="#">Sustainability Report 2021</a> , page 18
			GRI 401: Employment	<a href="#">Sustainability Report 2021</a> , page 62
			GRI 403: Occupational Health and Safety	<a href="#">Sustainability Report 2021</a> , page 62
			GRI 404: Training and Education	<a href="#">Sustainability Report 2021</a> , page 33
			GRI 405: Diversity and Equal Opportunity	<a href="#">Sustainability Report 2021</a> , page 33
			GRI 406: Non discrimination	<a href="#">Sustainability Report 2021</a> , page 33
	GRI 408: Child Labour	<a href="#">Sustainability Report 2021</a> , page 43		
	GRI 409: Forced or Compulsory Labour	<a href="#">Sustainability Report 2021</a> , page 43		
	GRI 415: Public Policy	<a href="#">Sustainability Report 2021</a> , page 41		
	102–55	GRI content index	The present GRI content index has been prepared in accordance with the disclosure requirements.	
	102–56	External assurance	Our Annual Report 2021 was subject to both internal and external verification. Our Sustainability Report 2021 was submitted to an internal verification process. Environmental data was externally verified.	<a href="#">Sustainability Report 2021</a> , page 48
<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 six 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.	<a href="#">Sustainability Report 2021</a> , page 8
		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.
<b>Economic Performance</b>	201–1	Direct economic value generated and distributed	Our financial review is set out in the Annual Report. Our community investments are summarised in the Sustainability Report.	Annual Report 2021 pages 31–49 <a href="#">Sustainability Report 2021</a> , page 38
	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 Annual Report and our Annual Report.	Annual Report 2021, pages 29–30 <a href="#">Sustainability Report 2021</a> , pages 21–22
	201–3	Defined benefit plan obligations and other retirement plans	The Group operates defined benefit and defined contribution pension schemes.	Annual Report 2021, pages 98–100

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Disclosure	Indicator	Profile	Reference	
<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 2021, page 58
	205-2	Communication and training about anti-corruption policies and procedures	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 2021.	Annual Report 2021, page 26 <a href="#">Sustainability Report 2021</a> , pages 42-43
	205-3	Confirmed incidents of corruption and actions taken	No employees were disciplined or dismissed due to non-compliance with anti-corruption policies in 2021.	<a href="#">Sustainability Report 2021</a> , pages 42-43
<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 2021, pages 55 and 58
	205-2	Communication and training about anti-corruption policies and procedures	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 2021.	Annual Report 2021, page 28 <a href="#">Sustainability Report 2021</a> , pages 42-43
	205-3	Confirmed incidents of corruption and actions taken	No employees were disciplined or dismissed due to non-compliance with anti-corruption policies in 2021.	<a href="#">Sustainability Report 2021</a> , pages 42-43
<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.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46-48 Annual Report, page 27
	302-3	Energy intensity	We include this in the Environment section of the Sustainability Report.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46-48
	302-4	Reduction of energy consumption	We include this in the Environment section of the Sustainability Report.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46-48
<b>Environmental Category – Water and Effluents</b>	303-5	Water consumption	We include this in the Environment section of our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46-48
<b>Environmental Category – Emissions</b>	305-1	Direct (Scope 1) GHG emissions	We include this in the Environment section of the Sustainability Report.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46-48
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-6	Reduction of GHG emissions		

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Disclosure	Indicator	Profile	Reference	
<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'.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46–48
<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.	<a href="#">Sustainability Report 2021</a> , pages 18 and 46–48
	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.	<a href="#">Sustainability Report 2021</a> , pages 30–34
<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.	<a href="#">Sustainability Report 2021</a> , page 42
	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.	<a href="#">Sustainability Report 2021</a> , page 42
	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.	<a href="#">Sustainability Report 2021</a> , page 40
	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.	<a href="#">Sustainability Report 2021</a> , pages 30–34
	403–9	Work-related injuries	We include this information in the Social Performance section of our Sustainability Report.	<a href="#">Sustainability Report 2021</a> , page 45
<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.	<a href="#">Sustainability Report 2021</a> , pages 30–34
<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.	<a href="#">Sustainability Report 2021</a> , pages 30–34
<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, gives also an overview of due diligence process.	<a href="#">Modern Slavery Act Statement</a>

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Disclosure	Indicator	Profile	Reference
<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.	<a href="#">Modern Slavery Act Statement</a>
<b>Society Category – Public Policy</b>	415–1 Political contributions	We report three year time series of political contributions.	Annual Report 2021, page 109