



CORPORATE RESPONSIBILITY REPORT 2011



THOMSON REUTERS™

ABOUT OUR BUSINESS

Thomson Reuters is the leading source of intelligent information for the world's businesses and professionals, providing customers with competitive advantage.

Thomson Reuters is the leading source of intelligent information for the world's businesses and professionals, providing customers with competitive advantage. Intelligent information is a unique synthesis of human intelligence, industry expertise and innovative technology that provides decision-makers with the tools they need to do what they do best, enabling them to make better decisions faster. Through approximately 60,000 employees across more than 100 countries, we deliver this must-have insight to the financial and risk, legal, tax and accounting, intellectual property and science and media markets, powered by the world's most trusted news organization.

In 2011, we continued to invest through a challenging economic cycle. We also continued to identify growth areas, focus on customers and deliver innovative products. Overall, we believe that Thomson Reuters has strong businesses and differentiating competitive advantages in many of our customer segments and in geographic areas where we sell our products and services. We also have talented, dedicated people. However, there are some things that we are focused on improving. As a result, 2011 was a year of change for our company. In the second half of the year, we announced that we planned to collapse our divisional structure (which consisted of Markets and Professional) and that we would operate Thomson Reuters as a group of strategic business units with a single corporate center to support them. These changes (which became effective on January 1, 2012) are intended to allow us to work better across business units to meet the increasingly complex demands of our customers, capture growth opportunities and achieve efficiencies by building innovative technology platforms that can be shared across the company.

Three Year Overview

2009

- We completed our first full year of integrating legacy Thomson and legacy Reuters businesses
- We capitalized on our new Thomson Reuters global brand and presence to drive international growth. We completed 31 acquisitions, 16 of which were outside of the United States
- We added Reuters News into global Westlaw offerings and reflected our comprehensive news coverage in many of our products

2010

- We focused on restarting growth and returned to revenue growth in the second half of 2010
- We launched a number of new product platforms, including:
 - WestlawNext
 - Thomson Reuters Eikon
 - ONESOURCE
 - Thomson Reuters Elektron
- We completed 26 acquisitions to support new initiatives
- We consolidated and integrated technology platforms

2011

- Our 2011 revenue growth was 5% before currency
- We completed 39 acquisitions
- We simplified our business unit structure and realigned our sales force
- Our CEO (Thomas H. Glocer) stepped down and our CFO (Robert D. Daleo) retired. James C. Smith became our new CEO and Stephane Bello became our new CFO as of January 1, 2012

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INTRODUCTION

Welcome to the Thomson Reuters 2011 Corporate Responsibility report. This report marks an important milestone on our Corporate Responsibility (CR) journey. It is the first time we have communicated company-wide performance and progress in a single, all-inclusive report.

The report reflects our progress over the last year strengthening our CR governance structure with the establishment of a new CR Roundtable made up of representatives from across the business, led by Executive Committee member Deirdre Stanley, our sponsor.

There were many stand out achievements last year, not least of which was the generosity and energy of our employees following the Japanese tsunami and the Thailand floods. It's also encouraging to see our Community Champions volunteering program, now in its eleventh year, continue to grow and make a genuine difference to local communities.

Building on our strong track record for employee diversity, 2011 saw the launch of "Beyond Boundaries" a framework

that sets out our vision for a global workforce, made up of the most talented and diverse employees. We work hard to foster employee talent through initiatives like our Generate Leadership program, where 30 of our brightest future leaders used their skills and capabilities to help NGOs address challenges.

We made excellent progress over the year in calculating our company-wide carbon footprint. With robust baseline data, we have a solid foundation to drive emissions reductions. Our proprietary services continue to show how sustainability has the potential to support our commercial business growth enabling both Thomson Reuters and our customers to better manage the challenges of sustainable development, such as climate change and resource scarcity.

Looking forward, in 2012 we will continue to evolve our CR thinking and practice. We aim to better align our activities with our core business and to focus on the areas where we can make the biggest difference. There is a lot to do and with the continued support of colleagues across the business and input from our stakeholders, we will get there.

CORPORATE RESPONSIBILITY JOURNEY



2011: AT A GLANCE

**ESG
Score
2011**

Our Environmental Social and Governance (ESG) score published for the first time in 2011



8% reduction in our data center energy bill

**WORLD'S MOST
ETHICAL
COMPANIES**
WWW.ETHISPHERE.COM

Listed as one of the World's Most Ethical Companies by the Ethisphere Institute for the third consecutive year



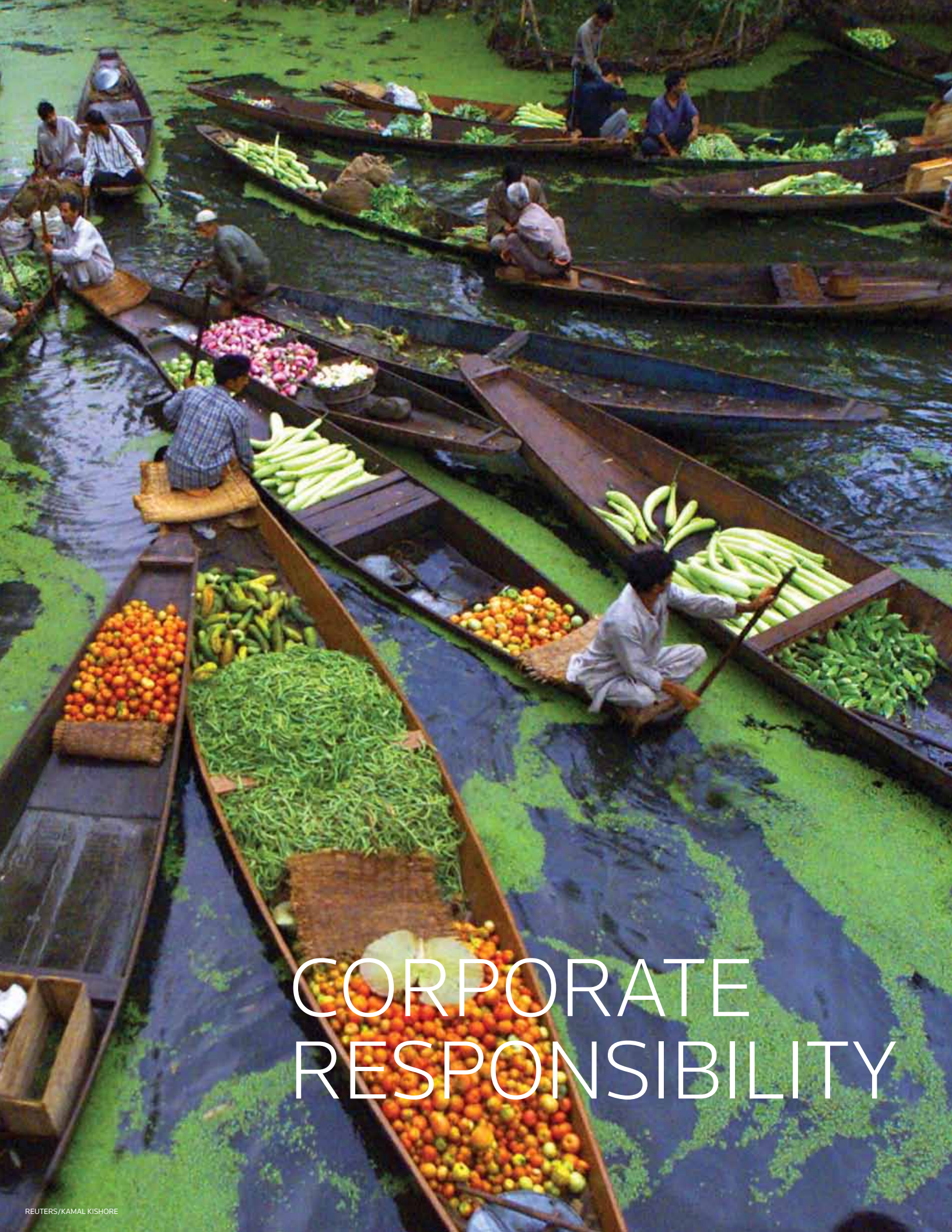
Scored 90/100 in the Human Rights Campaign Corporate Equality Index—a 5 point increase on the previous year

**3,000
HOURS**

Around 3,000 hours of meetings are hosted via TelePresence each month helping us to reduce unnecessary travel

\$1M

Our Community Champion Awards have donated \$1M to charities since 2001



CORPORATE RESPONSIBILITY

OUR APPROACH TO CORPORATE RESPONSIBILITY

Doing business responsibly has always been part of our ethos at Thomson Reuters. Our Trust Principles, established in 1941, are central to this. They assure our customers of the independence and integrity of the news and information we provide.

For us, Corporate Responsibility (CR) is an extension of this – a commitment to treating people, the environment and the society in which we operate with integrity and respect.

Our CR approach encompasses a proud heritage of community giving by both The Thomson Corporation and Reuters Group PLC and established policies around business ethics, employee wellbeing and environmental management. Over the last few years we have taken these strong foundations and built on them to shape a robust company-wide CR program for Thomson Reuters, structured around four focus areas: Marketplace, Workplace, Community and Environment. Within each area we manage a wide range of impacts and activities, which we discuss in this report.

We are constantly working to improve our CR program and achieve best practice. This year we focused on revising several of our core CR policies and reviewing a number of key systems and processes. We created a more joined-up CR function, bringing together key individuals from different locations into a single virtual team, led by our Global Head

of CR. And we established a CR Roundtable, made up of representatives from across the business, to provide governance for the CR function, build support across the business and help embed changes. (See more in “Governance and Management”). These developments are part of our ongoing journey towards a CR approach that is fit for the future and aligned with our core business.

LOOKING AHEAD

In the coming year, we will be focusing on:

- Embedding our new governance structure
- Implementing a number of workstreams that will help shape our new CR approach, including developing and communicating a new CR strategy
- Developing capabilities and systems to enable us to better measure and report on our performance and shape our program going forward
- Supporting the relevant business units to set clear goals and concrete targets in each of our key areas
- Doing more to lead our sector in key CR-related areas where our knowledge or expertise can benefit the wider industry or society

There’s a lot to do but we’re confident that with the support of our new CEO, CR Roundtable and dedicated colleagues across the company, we’ll get there.

Community

Strengthening the communities and societies in which we operate.

Marketplace

Making a positive difference in the marketplace for customers, suppliers and partners.

Environment

Protecting and preserving the environment on which we all depend.

Workplace

Creating a company culture and workplace that promotes diversity, mutual respect, and safeguards the health and safety of all employees.



GOVERNANCE AND MANAGEMENT

In 2011 we put in place a new governance structure for CR, establishing a Roundtable whose remit is to provide governance for the CR function. The Roundtable is made up of representatives from across the business and is headed by General Council and Executive Committee member Deirdre Stanley, our sponsor. The Roundtable report to the Thomson Reuters Corporate Governance Committee, a Board level Committee.

The CR Roundtable focused on two main areas in 2011. First, they oversaw the work that was undertaken to review and refresh key CR policies. Second, they contributed to the materiality assessment process (see below), helping to determine the priority issues to be covered in this report.

In the year ahead the Roundtable will be central in shaping our new CR strategy and helping us to integrate and communicate it across the company.

ENGAGING CUSTOMERS AND OTHER STAKEHOLDERS

Listening to the voice of our customer is a core focus across our business and this focus runs through the CR function. We have started by engaging our internal “customers”—our colleagues—but recognize the importance of listening to and engaging with external customers to understand how we can provide products and services that will enable them to do business more sustainably. Indeed, it is vital that we understand the expectations of all of our stakeholders regarding the role our business can play in society and our social, economic and environmental impacts.

Our key stakeholder groups include employees, customers, suppliers and partners, opinion formers (NGOs and media), policy makers (national and international government and regulators) and investors. Individuals and teams across our business engage with these stakeholders on a regular basis in multiple ways, from one-to-one meetings, to seminars, to surveys.

In addition to direct engagement, we also participate in a number of forums. For example, we chair the EMEA branch of the Green Grid, an international association that promotes best practice on “green” data centers. And our Global Head of CR is on the Board of the UK’s Corporate Responsibility Group, a learning and development network for CR professionals that shares an agenda with the Corporate Responsibility Officer’s Association¹ in the US.

As part of our commitment to being open and transparent with the investment community, this year, for the first time, we are publishing our headline Environmental Social and Governance (ESG) score using our proprietary service ASSET 4². ESG scores provide investors with information on companies’ ESG performance, to enable them to make more holistic investment decisions. (see page 11 for more on ASSET 4)

In 2012 we will be working to develop a more formalized, robust approach to engaging stakeholders on our management of CR issues and our approach to CR reporting.

¹ CROA: www.croassociation.org

² thomsonreuters.com/products_services/financial/content_news/content_overview/content_az/content_esg

MATERIALITY

There are a wide range of CR-related risks, opportunities and impacts that we need to manage across our business. To help us prioritize the issues that are most important to us and to our stakeholders, in 2011 we conducted an initial materiality assessment.

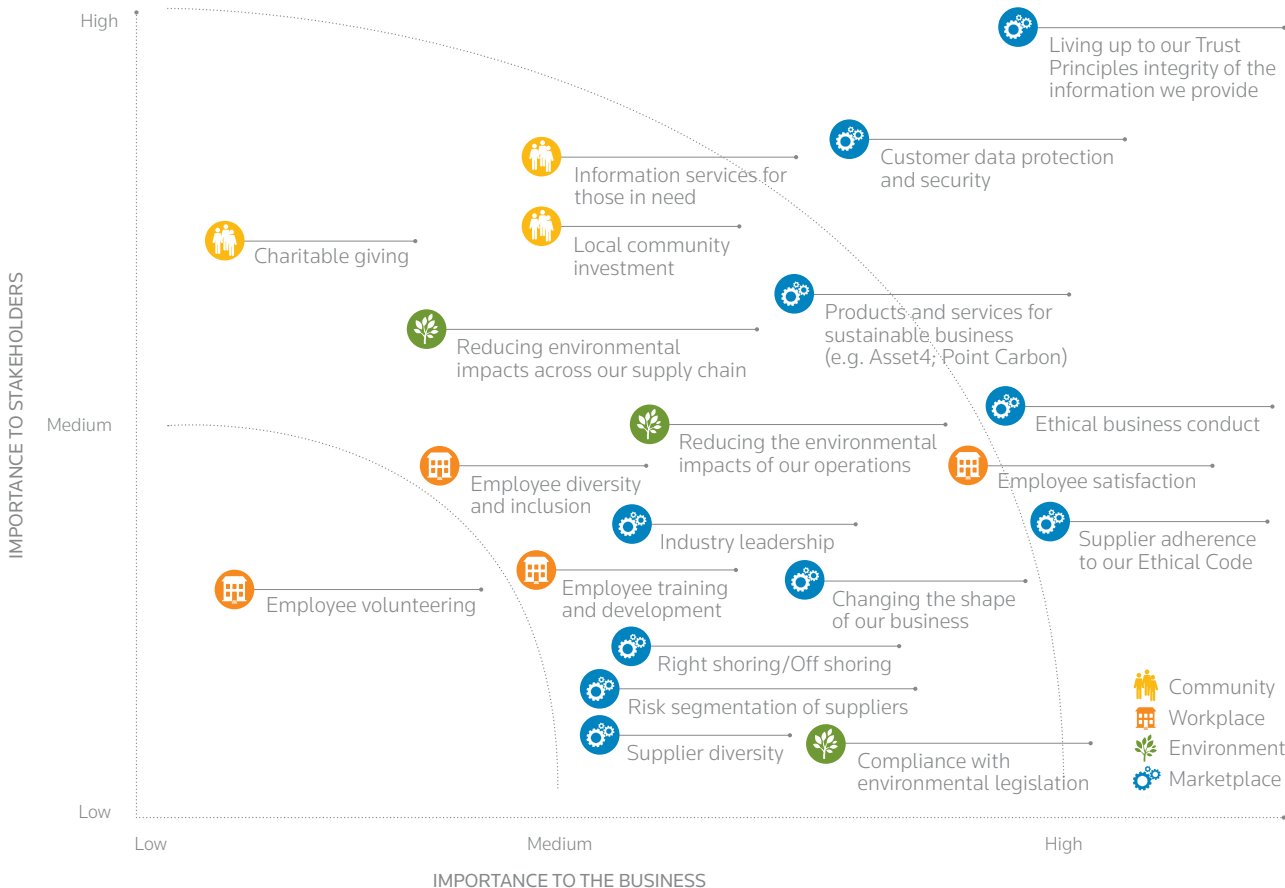
We went through the following process:

- Reviewed best practice approaches to materiality and the approaches of our peers
- Consulted a cross-section of people from across our business to define a list of material issues and prioritize these into high, medium and low importance

- Presented a draft materiality matrix to the CR Roundtable
- Reframed and repositioned some issues to reflect the Roundtable’s feedback and produce a finalised version of the matrix

This year there was no formal input from external stakeholders to our materiality assessment process. The judgements about the relative importance of issues to stakeholders are therefore based on the knowledge of our internal issue experts. Next year we aim to involve external stakeholders more formally in the process as part of our goal to make it as robust and inclusive as possible.

MATERIALITY MATRIX





MARKETPLACE

INNOVATING TO STAY AHEAD

As the world's leading source of intelligent information for businesses and professionals, Thomson Reuters can play an important role in helping address the big environmental and social issues of our time.

Our customers – decision-makers in the financial and risk, legal, tax and accounting, intellectual property and science and media markets – operate in increasingly complex market conditions. In addition to global economic uncertainties there are growing pressures on natural resources and communities, and more exacting regulatory and legal environments. In this context, accurate and timely intelligence is fundamental to helping businesses minimize risk and drive growth responsibly.

We believe that by constantly innovating and improving our products and services we can play a key role in helping our customers succeed for the long-term. From market-leading services like ASSET 4, which helps investors assess the Environmental, Social and Corporate Governance performance of companies, to launching the world's first Islamic interbank rate, to our own rigorous standards for our supply chain, we are working hard to meet the challenges of the operating environment.

The following pages contain information on how we interact in the marketplace: our business principles and ethics; sustainable products and services; industry initiatives; supply chain; future trends for our business; and recent developments on the locations of our services.

ALL OF THE SERVICES WE OFFER ARE CONSISTENT WITH OUR HERITAGE AND VALUES

MAINTAINING OUR VALUES ACROSS A GLOBAL BUSINESS

Our customers rely upon Thomson Reuters for timely, accurate information that they can trust, all of the time. Being able to provide such a high-level of service means maintaining the strictest standards of ethics and integrity within our businesses.

Across Thomson Reuters, we work to a set of guidelines – the Trust Principles³ – which are more than 70 years old but which are just as relevant today as when they were originally drawn up in 1941. Created as an agreement between the Newspapers Publishers Association and the Reuters shareholders of the time, the Principles were designed to ensure that staff at all times acted with integrity, independence and freedom from bias.

Today, we do a lot more than report the news, but the Principles still play a vital role, ensuring that all of the services we offer are consistent with our heritage and values. We also have a comprehensive Code of Business Conduct and Ethics. This offers day-to-day guidance under three main headings: Business Ethics and Practices – covering issues such as protecting assets and resources and conflicts of interest; Work Environment – addressing topics such as equal opportunities, discrimination and safety and workplace violence; and Legal and Compliance – with guidance on laws and regulations – and intellectual property and copyright.

Employees are encouraged to report any activity that they believe goes against our Code of Business Conduct and Ethics⁴ or the Trust Principles through our whistleblower hotline, which is available 24 hours a day, 7 days a week in multiple languages, and enables confidential reporting and proper escalation within Thomson Reuters.

Spotlight

Monique Villa, CEO of the Thomson Reuters Foundation was recently named one of the world's 100 most influential people in business ethics in 2011 by Ethisphere⁵, a think tank dedicated to the advancement of business ethics, corporate social responsibility, anti-corruption and sustainability.

DATA PROTECTION

Our products make key data about individuals in the public domain and held by our clients, accessible and meaningful. These products may be used by corporations and professional services firms to conduct mandatory counter-party due diligence, by law enforcement and government agencies to trace fugitives and uncover fraud, and by lawyers to find witnesses.

We have robust safeguards in place around sources, content and access to the personal information in Thomson Reuters products. We regularly enhance these safeguards with the latest encryption technologies and operating standards.

World's Most Ethical Company

In 2011 Thomson Reuters was listed as one of the World's Most Ethical Company⁶ for the third consecutive year in the Media, Publishing and Entertainment category by the Ethisphere Institute in their annual survey. The companies were assessed in the following categories: Corporate Citizenship and Responsibility; Corporate Governance; Innovation that Contributes to the Public Well Being; Industry leadership; Executive Leadership and Tone from the Top; Legal, Regulatory and Reputation Track Record; and Internal Systems and Ethics/ Compliance Program.

SUSTAINABLE PRODUCTS AND SERVICES

Thomson Reuters is uniquely placed to provide knowledge, tools and expertise to businesses and communities that are embracing sustainability – a concept that is transforming the way that business is being done, around the world.

Across all sectors business leaders are increasingly incorporating environmental and social issues into their strategies and communications. This shift is being driven by a number of different factors: increased knowledge of environmental and societal risks such as climate change and resource scarcity;

³ thomsonreuters.com/about/trust_principles

⁴ thomsonreuters.com/about/corporate_responsibility/marketplace

⁵ ethisphere.com

⁶ thomsonreuters.com/content/press_room/corporate/413720

the changing demands of investors, customers and consumers; and an increasingly complex regulatory environment, as demonstrated by the UK's CRC Energy Efficiency Scheme⁷.

Governance Risk and Compliance

In 2011 companies around the world struggled to keep abreast of 14,215 regulatory announcements – approximately 60 announcements per working day. Our Governance Risk and Compliance services are growing fast to meet this need. For example, Thomson Reuters Accelus⁸ is a comprehensive suite of solutions that combines software with specialist consultants, allowing businesses to make responsible decisions quickly and effectively.

Our clients are demanding action on these issues and to meet this need, Thomson Reuters has acquired a number of leading sustainability businesses and refined existing services, where appropriate. We now have commercial sustainability activities across many of the sectors we serve. Below we highlight some of the headline initiatives that are helping Thomson Reuters and our customers to remain at the leading edge:

Finance and the markets

ASSET4⁹: Acquired by Thomson Reuters in 2009, this market-leading service provides objective, relevant and systematic ESG information for professional investors, and analysts. The analysis now covers over 4,000 companies – the largest detailed assessment of its kind.

ASSET 4 also provides Thomson Reuters with an invaluable tool to assess both suppliers and our own performance.

THOMSON REUTERS ASSET4 SUMMARY SCORES 2008 TO 2010

Scores are calculated based on performance indicators and scores are displayed between A+ and D- (where 0% - 8.3% = D- and 91.6%-100% = A+)

Overall ESG score

2010	...	B
2009	...	B
2008	...	C

Corporate Governance

2010	...	B+
2009	...	B-
2008	...	B-

Social

2010	...	B+
2009	...	A-
2008	...	D-

Environment

2010	...	C-
2009	...	C+
2008	...	D-

Point Carbon¹⁰: This service provides highly detailed news, analysis and expertise on power, gas and carbon markets. Our staff includes experts in international and regional climate policy, mathematical and economic modeling, forecasting methodologies, risk management and market reporting. Point Carbon now has more than 55,000 clients, including the world's major energy companies, financial institutions, organizations and governments, in over 150 countries. Reports are translated from English into Japanese, Chinese, Portuguese, French and Spanish.

Socially Responsible Investing and

Sustainability Survey: Conducted in partnership with UKSIF, the Sustainable Investment and Finance Association¹², 2011 marked the ninth year that we

7 www.decc.gov.uk/en/content/cms/emissions/crc_efficiency/crc_efficiency.aspx

8 accelus.thomsonreuters.com

9 thomsonreuters.com/products_services/financial/content_news/content_overview/content_az/content_esg

10 thomsonreuters.com/products_services/financial/financial_products/commodities/energy/about_point_carbon

2011 Commodity Awards

At the 2011 Commodity Business Awards¹¹ Thomson Reuters Point Carbon received a special commendation for excellence in data management for the combined offering of its CO2 Aviation Data Monitor, its Carbon Valuation Tool and Point Connect, its new energy data feed. We were also recognized as the winner of the Corporate Social Responsibility category.

assessed socially responsible investments in Europe. Using the views of 400 investment professionals we compared the performance of 209 buy-side firms and 20 brokerage firms/research houses. A key insight was that 84% of buy-side firms are planning to increase SRI and sustainability asset allocation in the coming year.

Humanitarian news

AlertNet¹³: this is a free news website operated by the Thomson Reuters Foundation which provides the latest information on natural disasters, conflicts, refugees, hunger, diseases and climate change. The site, founded in 1997 following the media response to the Rwandan genocide, attracts upwards of 12 million visits a year with a target audience of relief workers, donors, policymakers, researchers, students, journalists and the general public.

Biodiversity and the environment

Zoological Record¹⁴: this is the oldest running database of animal biology, with validated entries dating back to 1864. The web platform now has over 3.5 million taxonomy records and more than 75,000 are added every year. It is widely regarded as the world's leading taxonomic reference.

Thought leadership

Leveraging our resources and assets to support thought leaders and opinion formers around the world and contributing to the debate ourselves through participation in key events:

The Knowledge Effect¹⁵: We believe that the right information, in the right hands, leads to amazing things. Through our own products and services we provide professionals with intelligent information by which to create change. To demonstrate this impact in business, in government and in the world in which we

live the Knowledge Effect blog¹⁶ has been designed to allow opinion leaders to share information, ideas and best practice.

The World Economic Forum¹⁷: An independent international organization committed to improving the state of the world by engaging business, political, academic and other leaders of society to shape global, regional and industry agendas. As a Strategic Partner, Thomson Reuters helps to set the intellectual agenda at the Forum's Annual Meeting in Davos, Switzerland and satellite events around the world, drives the insight agenda of its publications and steers the impact of its initiatives.

Newsmakers: Thomson Reuters Newsmakers¹⁸ are provocative discussions that engage global thought leaders in the public, private and academic sectors on the issues impacting our world. Recent guests include GE chairman and CEO Jeffrey Immelt and PIMCO CEO and Co-Chief Investment Officer Mohamed El-Erian.

Aspen Ideas Festival¹⁹: This event gathers some of the most interesting thinkers and leaders from around the world. Topics debated this year included: the future of work, global entrepreneurs and the impacts of social media for communities.

Washington Ideas Forum²⁰: A gathering of newsmakers, industry innovators and leading journalists. 2011 speakers included: David Rhodes, President, CBS News; Brian Moynihan, CEO of Bank of America; and Eric Schmidt, Executive Chairman, Google.

Legal

2011 Global Ethics Summit²¹: hosted by Thomson Reuters in partnership with the Ethisphere Institute, this high-profile event in New York City was designed to enable attendees from some of the world's leading corporations to better understand and deliver corporate compliance from a global perspective. A high-end panel included senior participants from AECOM, Google, Jones Lang LaSalle, Medicis Pharmaceutical Company, McDonalds, Morgan Stanley, and the US Sentencing Commission.

MANAGING OUR SUPPLY CHAIN

We work with suppliers who share our high ethical standards. We have a centralized purchasing function, with expertise, resources and procedures designed to derive the best results from the thousands of suppliers we partner with. Together with our suppliers, we strive to be ethically, environmentally and economically responsible.

11 www.commoditybusinessawards.com/winners-2011.html

12 www.uksif.org

13 www.trust.org/alertnet

14 thomsonreuters.com/products_services/science/science_products/a-z/zoological_record

15 ke.thomsonreuters.com

16 ke.thomsonreuters.com

17 www.weforum.org

18 blogs.reuters.com/trnewsmaker

19 www.aifestival.org

20 www.aspeninstitute.org/events/2011/10/05/washington-ideas-forum-2011-0

21 globalethicssummit2012.com

In support of this commitment, the Thomson Reuters Supply Chain Ethical Code²² is part of our standard agreement with suppliers. Operating in a similar way to our Code of Business Conduct and Ethics for our employees, this document establishes the range of considerations that potential suppliers and our own teams need to consider before establishing a Thomson Reuters supplier relationship.

The document, which is based on the Ethical Trading Initiative's Base Code²³ seeks commitments on issues such as forced labor, working conditions and hours, bribery, and diversity.

In addition to requiring that suppliers adhere to each obligation set out in the code, we sometimes use publicly available information and Thomson Reuters solutions, including ASSET 4, to assess the performance of current and prospective suppliers based on financial, environmental, social and governance metrics.

RIGHT-SHORING

Right-shoring, where we source certain skills and expertise in different locations to where those services

are being requested, is a vital component of our business. This system allows us to derive the most value from our resources, it improves the quality of our services, and also supports economic development in the countries where we have facilities.

We have established right-shored Operational Centers providing services such as data management, sales and support, software development, and finance and administration. These facilities are currently located in cities in China, India, Poland, Thailand and the Philippines.

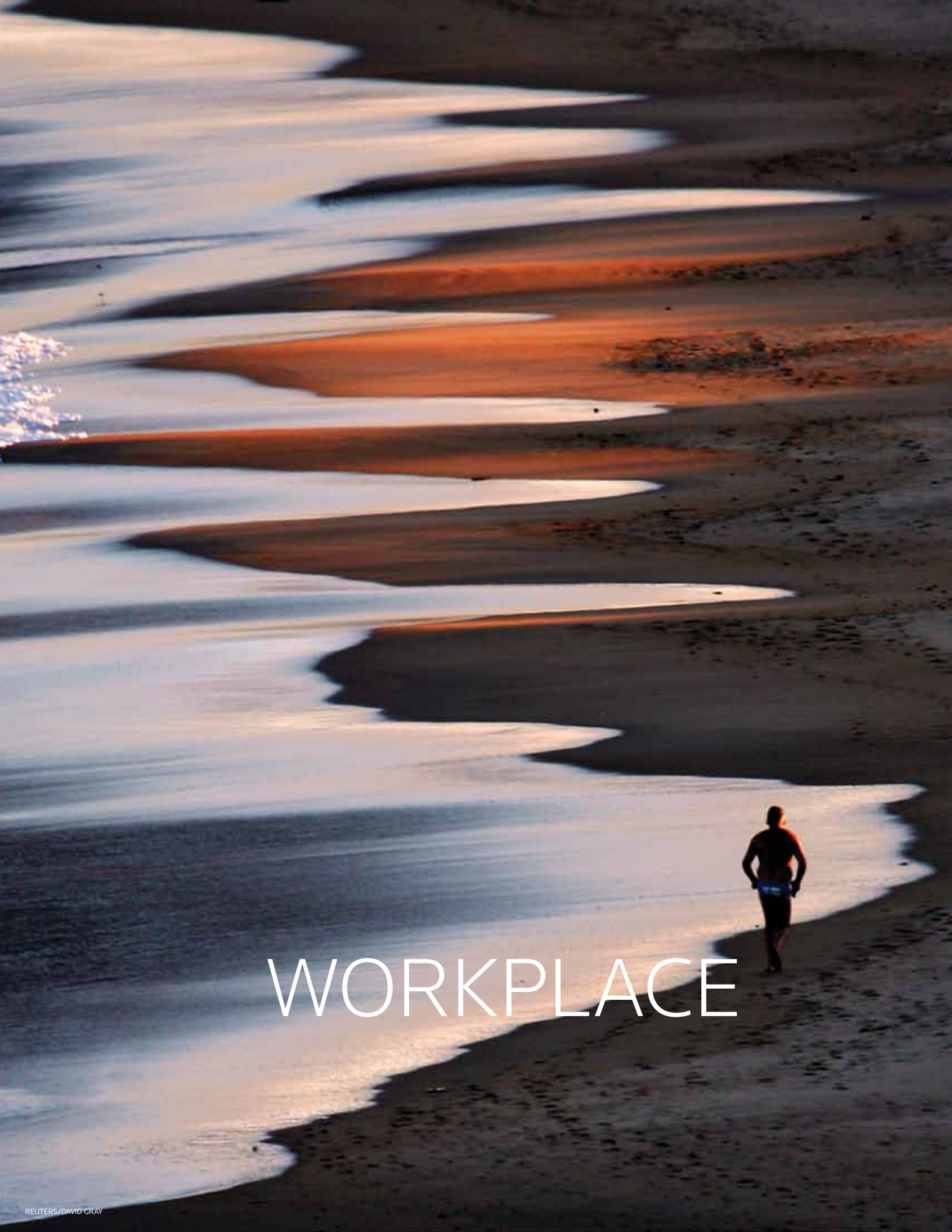
Over the last three years the numbers of people working in the Operational Centers has risen from 8,900 to 14,600 – largely due to the creation of new roles at these facilities, with minimal impact on jobs in locations such as the US and Europe.

As well as the cost savings achieved, right-shoring produces other business benefits. In the US, for instance, support from Operational Centers on analysis of data-based press releases, means that journalists are able to concentrate on value-added news such as investigations and interviews.

²² [thomsonreuters.com/about/corporate_responsibility/marketplace/supply_chain_ethical_code](https://www.thomsonreuters.com/about/corporate_responsibility/marketplace/supply_chain_ethical_code)

²³ www.ethicaltrade.org/resources/key-eti-resources/eti-base-code





WORKPLACE

PEOPLE, OUR MOST VALUABLE ASSET

In a rapidly changing world, with a continually evolving set of demands, there is one constant for us – the quality of our people. As providers of information and know-how across a diverse range of sectors, the expertise, satisfaction and commitment of our employees is fundamentally tied to our long-term success as a trusted brand.

With approximately 60,000 employees, in more than 100 countries, we have evolved a specific infrastructure, with the resources and systems designed to enable our staff to deliver the best work, according to our values, as embodied by the Trust Principles²⁴. This is underlined by our Code of Business Conduct and Ethics²⁵, which all staff must formally agree to follow, having received online training.

Like many large companies we sometimes have to restructure to remain effective and resourced in the right areas. The most recent of these changes occurred in 2011 when we announced that in 2012 our divisional structure (formerly consisting of Markets and Professional) would now operate as a group of business units with a single corporate center to support them. We are confident that having addressed these key issues we are better placed and more resilient during a challenging and uncertain economic climate.

On these pages you will find information on the following activities and policies: our employee survey; talent agenda; training and development; employee benefits; health and safety; diversity and inclusion and employee volunteering.

²⁴ thomsonreuters.com/about/trust_principles

²⁵ ir.thomsonreuters.com/phoenix.zhtml?c=76540&p=irol-govConduct

THE TALENT AGENDA

Securing and retaining the best talent in a competitive international market place doesn't happen by accident. We're constantly seeking new ways to ensure that our ambitious and capable staff are enabled to fulfill their potential, acquire new skills and feel challenged.

A great example of this is the Generate Leadership program, where 30 of our brightest future leaders participate in an eleven-week project helping NGOs in Mumbai, India²⁶ with specific information or news challenges. In 2011 the tasks included the development of a system to track medical assistance for children, and the creation of marketing and sponsorship plans.

Future leaders use data skills to help NGO working with vulnerable women

Prerana is a Mumbai charity focusing on children's and women's protection and rights in red light districts. The Generate team were challenged to help the NGO improve its financial planning and information gathering techniques and also to establish a local knowledge resource center. With a week on the ground in Mumbai and a successful period of virtual collaboration, the experience generated very positive feedback from the both the team and the NGO.

FULFILLING POTENTIAL THROUGH TRAINING AND DEVELOPMENT

We actively invest in the professional development of our people, right across the organization. In 2011 Thomson Reuters spent over US \$31 million on enhancing the knowledge and skills of our staff.

Our focus is on empowering employees to learn from each other via collaboration and the sharing of best practice. Formal career development is reinforced with access to online training resources available to all employees via our intranet.

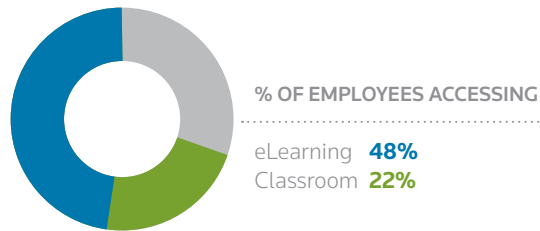
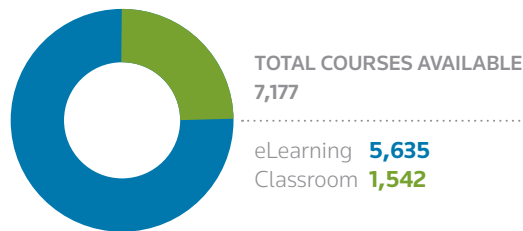
Our world-class Reuters international journalistic program²⁷ is well-known, and existing staff receive continual professional development and training across all the sectors we work in.

For senior leaders we provide a flagship Global Executive Program. Developed in partnership with the Tuck School of Business²⁸, USA and IE Business School²⁹, Spain, the program helps our

leaders identify and capitalize on growth opportunities within a global context.

Our culture of training and learning extends not just to our established teams but also to those who are still in academic education or wishing to further their studies. We have popular programs for students at all levels, through to PhD.

LEARNING & DEVELOPMENT: THE NUMBERS



REWARDING WITH MORE THAN A SALARY

We recognize that our role as an employer can and should extend beyond the paycheck. We believe that our people should also have access to good quality affordable healthcare, they should be able to enjoy a genuine work-life balance and we should be able to help them manage their finances and get the most out of their salaries.

As we operate in many different countries with differing levels of state provision, we do not operate to one single, global policy. But across our businesses we seek to provide a core package of benefits – pension accumulation, medical cover, life cover and disability cover.

In addition to the basic package, we also offer the following services in many of our territories: confidential therapeutic interventions, legal advice, health and wellbeing initiatives such as cycle-to-work schemes, gym subsidies and subsidies for eye-care. We also help our people get the most from their finances with mortgage advice, discounted share purchase

26 www.impactinternational.com
 27 careers.thomsonreuters.com/Students/Bachelors-Masters/Europe/Reuters-Journalism-Trainee
 28 www.tuck.dartmouth.edu
 29 www.ie.edu/business

schemes, emergency back-up care and a scheme where employees can “sell” or “purchase” vacation days. In the US we allow coverage for same sex domestic partners across all of our benefit plans.

In 2012 we hope to increase awareness and action around the links between wellbeing and work. We see big opportunities to support our people on issues such as diet and exercise, with a focus on walking, car-pooling and working from home to enable a flexible work-life balance.

PROMOTING SECURITY AND WELLBEING

The Global Security Group is responsible for the safeguarding of all employees and of the business by providing leadership, timely guidance, and thoughtful and efficient policies and programs. The team is mandated to anticipate problems for our staff before they arise, using our information and communication resources to ensure that our values are not compromised and our people are safe.

As employers we can play a significant role in assuring the wellbeing of our colleagues. To complement our medical programs, we have a range of health and sporting activities and resources available across our international businesses. These include discounts for memberships, pilates and yoga clubs and information on our intranet.

Thomson Reuters Wellbeing Week

In June 2011 the Corporate Responsibility Team organized the first Thomson Reuters Wellbeing Week across the UK, with seminars and information on sleep, smoking, nutrition and ovarian cancer plus healthy menus in onsite restaurants and a range of sports events.

ENSURING THE HEALTH AND SAFETY OF OUR PEOPLE

The majority of our employees, contractors and visitors work in office environments that are relatively low-risk. Some perform higher risk work in data centers, printing, distribution and news reporting. We are fully committed to protecting the health and safety of our staff and the environments in which we work. This commitment is delivered by our combined Global Environment, Health and Safety Policy³⁰.



Our Health and Safety team is in the process of developing a standardized approach to training and management across our global operations. As the program matures, we will monitor and publicly disclose our performance in all areas.

1. Health and Safety Strategy Development

We’re currently designing global health and safety programs around compliance, best practice, performance measurement and continuous improvement.

2. Compliance

We have internal and external experts regularly checking our compliance and recommending actions for improvement. To date these have included ergonomic self-assessments, health and safety induction training, data center electrical safety, emergency response awareness and fire evacuation programs.

3. Best Practice

We strive for industry best practice when making decisions on building construction, people safety, sustainable environments and furniture or equipment. As part of this we are harmonizing our global workplace health and safety rules, and revising chemical information and procedures. State of the art facilities, hardware and procedural controls are being implemented throughout our operations, including safety-tracking systems. We have also implemented employee health and medical programs to support our global workforce.

4. Performance Measurement

New systems and metrics are being rolled out to comprehensively measure and benchmark our health and safety performance. As we evaluate incidence rates and results against international and local standards we will communicate our performance and take action to implement improvements.

DRIVING PERFORMANCE THROUGH DIVERSITY AND INCLUSION

As an international business operating across multiple time zones, for Thomson Reuters diversity and inclusion is about understanding not just our colleagues and customers and their cultures, but also the companies and individuals that we partner with and acquire products and services from.

Our recently updated Code of Business Conduct and Ethics sets out the clear principle that all staff should be able to deliver their best work without prejudice or harassment. This message is embedded throughout the business, through training, resources and a network of dedicated staff. In 2011 we launched "Beyond Boundaries," a framework that sets out clearly our vision for success. We are a global organization in which innovation is critical and looking beyond boundaries to value the contributions and perspectives of every employee is a business imperative. Our goal is to create a global workforce comprised of the most talented and diverse employees who reflect our customer base and provide the innovative solutions that our customers expect from us. The strategic priorities include:

1. Diverse Talent

Establish programs and processes that systematically attract, develop and accelerate the careers of top diverse talent

2. Inclusive Workplace

Create a workplace in which everyone is valued and has an opportunity to reach their full potential

3. External Brand

Brand Thomson Reuters as a great company for diverse and female talent

The strategy supports the activities of our flourishing grass-roots network, which includes Affinity Groups, also known as Employee Resource Groups. These groups are designed to build a sense of confidence and cohesion for those that are typically underrepresented within the Thomson Reuters community. They have the mandate and resources to complement professional support for career development and to enable people to integrate effectively and meet others who may have useful experiences or knowledge to share around issues such as culture, gender, disability and sexual orientation.

Through our employees' efforts we also aim to support the communities in which we operate through charitable giving, mentoring youth and supporting programs that enhance the economic growth of communities across the globe.

We describe these activities in detail in the Community section of this report.

We keep our people up to date through a variety of channels such as a monthly Diversity newsletter, the Diversity Resource Center located on our intranet and via our employee networks. We also share best practice through resources such as our Working Globally dedicated website and our online resource Culture Wizard. Employees at all levels also have facilitated diversity learning sessions and an e-learning course available to increase their awareness and knowledge of how to leverage diversity and inclusion in the workplace.

We organized and participated in many diversity and inclusion events in 2011. These included the popular Asia Pacific Employee Network Summer Social, which drew representatives from MTV, NCBU, New York Times, Ogilvy and Time Warner, and our UK Diversity and Inclusion week, which drew Olympic athletes, explorers and top entrepreneurs. We are also very proud to be awarded a score of 90 out of 100 points in the Human Rights CEI Survey³¹, assessing equality for lesbian, gay, bisexual and transgender in the US.

IN A RAPIDLY CHANGING WORLD, WITH A CONTINUALLY EVOLVING SET OF DEMANDS, THERE IS ONE CONSTANT FOR US—THE QUALITY OF OUR PEOPLE

Affinity and Employee Resource Group Activities

1. Americas: Career development month

In October, employee networks and the Human Resources team partnered in the Americas to organize a popular Career Development Month that provided local and virtual sessions to engage employees from across the globe. The series of seminars, talks and informal sessions gave participants the chance to exchange invaluable information on how best to manage interactions with managers for career advancement.

2. UK: Success in finance event for women

In June one of our UK and Ireland based Media Account Managers organized a charity event with the support of our Women's network called "Success in the City." The event featured a panel of UK sports heroes discussing tactics for success and a "speed mentoring" session to share knowledge and raise money for the charity Women's Aid.

3. Newsmaker: Is Africa Open for Business?

We hosted an exclusive news event convened by our Black Employee Network (TReuBEN) in London and co-chaired by Thomson Reuters board member Ken Olisa. The panel featured a number of high profile guests including His Excellency Amani Abeid Karume and discussed the role peaceful leadership succession can play in reducing "political risk" and promoting democracy to enable good governance and economic development on the African Continent.

4. WILL Forum, India

In September 2011 we also sponsored a high-profile event for the Forum for Women In Leadership, WILL Forum India³², which seeks to help women in senior positions in business. Held in New York, the debate focused on the implications for women in India's fast-growing economy. There were contributions from women in senior roles from organizations including aSpark³³, the Center for Microfinance Leadership at Women's World Banking³⁴, Reuters News, and Tata Consultancy Services³⁵.

5. Women in Leadership

High performing women still face challenges that can limit both their career progression and their overall job-satisfaction. To address this issue, Thomson Reuters partnered with the Centre for Applied Positive Psychology³⁶ to offer a unique virtual development experience—Women in Leadership Program. So far we have put 27 women through this program and in 2012 we plan to roll it across the world using virtual technology.

6. It Gets Better film: making a difference for the LGBT community

In 2011 Thomson Reuters joined a global movement to give people self-confidence to express their true identities. Launched by NGO The Trevor Project, the "It Gets Better" project³⁷ is a series of films made by people in the lesbian, gay, bisexual and transgender community discussing their experiences of coming out. We made our own short film with funding from our employee networks, introduced by the then CEO Tom Glocer and featuring testimony from many of our own staff. To date the film has been viewed over 13,500 times on YouTube.

32 www.willforumindia.com

33 www.aspark.com

34 www.leadership.swwb.org

35 www.tcs.com/worldwide/uk_ireland/Pages/default.aspx

36 www.cappeu.com

37 www.itgetsbetter.org



COMMUNITY

RECOGNIZING OUTSTANDING COMMITMENT

Our annual Community Champion Awards program celebrates the personal volunteer commitments of our employees. Winners receive a substantial donation for the cause of their choice. Since its launch in 2001 the program has donated US \$1 million to nonprofit groups across the world.

In 2011 the awards recognized the outstanding volunteer work of 45 individual employees and groups from across the business. The winners received cash grants for their chosen nonprofits totaling US \$150,000. The winning entries not only demonstrated a personal commitment to volunteering but also highlighted the skills and talents required to give long-term support to deserving communities and groups. Our top winners for 2011 each received US \$25,000 for their chosen charities – Children at Risk³⁹, based in Houston, Texas and Urban Synergy Mentoring⁴⁰, in Greenwich, East London.

Our Dollars for Doers program, open to all regular employees, makes a US \$1,000 donation to a chosen not-for-profit on behalf of staff who have volunteered for the same organization for more than 40 hours over six months, either during or out of working hours. Following employee feedback, we will be making this program more flexible in 2012 by rewarding 20-hours' service with a US \$500 donation, up to a maximum of US \$1,000.

Our Commitment to Social Investments

The New York City Investment Fund⁴¹ and Social Business Trust⁴² in the UK are two of the ways in which we identify and support the growth of social enterprises, offering financial and practical support alongside networks of other global businesses to help build a stronger and more diversified local economy.

39 childrenatrisk.org

40 www.urbansynergy.com

41 www.nycif.org

42 www.socialbusinesstrust.org



AS A GLOBAL ORGANIZATION WE ACTIVELY SUPPORT THE COMMUNITIES IN WHICH WE OPERATE

MAKING FUNDS GO FURTHER

We support our employees' charitable donations through our Matching Gifts program. Personal donations to registered charities are matched by the company, dollar for dollar up to US \$1,000 per calendar year.

Our Executive Committee members and their direct reports have access to a bespoke matching program with an annual limit of US \$10,000 and US \$5,000 respectively. Throughout 2011 we saw a 132% increase in participation for this program from 2010.

	2011	2010
Matching Gifts	\$1,395,284	\$1,343,723
Executive Committee Matching Gifts	\$122,709	\$52,780

RESPONDING TO DISASTERS

2011 was a record year for humanitarian disasters. According to the United Nations there were 302 major crises, affecting over 206 million people⁴³. As a global organization we have felt the impact of these events. To support those affected, we provided financial aid by facilitating employee donations and providing match funding from corporate resources:



Japanese earthquake and tsunami, March 2011— Employee groups and individuals from across the organization rallied together to raise funds for those

affected. We launched a special Matching Gifts program to support the fundraising efforts of our colleagues with the usual US \$1,000 limit increased to US \$2,000. In total Thomson Reuters and our staff raised more than US \$450,000, which was channeled to credible organizations offering aid in the area. Also, The Woodbridge Company Limited, the Thomson family investment company and majority shareholder in Thomson Reuters, made a generous donation of US \$50,000 as part of this program.

Bangkok floods, October 2011—340 of our employees were affected by the floods in Bangkok, with many losing their homes and possessions. Employee groups across our global sites were quick to begin fundraising for their colleagues as well as for charitable organizations providing aid. US \$190,000 was raised for impacted employees through these efforts. Distribution was overseen by a local employee committee with additional funds going to local charities.

CORPORATE GRANTS AND DONATIONS

We provide cash grants to local causes wherever we have a large number of employees. Often championed at an executive level, these grants support local community projects and charitable groups, making a lasting impact for communities in many regions of the world. In 2011 we donated over US \$2 million to such causes in a few of our larger locations.

EMPLOYEE-GIVING CAMPAIGNS

Our Employee-Giving program is available to employees in specific locations, enabling them to make a one-off charitable donation from their pay. This system is now firmly embedded in our corporate culture, reflecting its popularity and success.

VOLUNTEERING

Thomson Reuters encourages all staff across the business to take part in community volunteering activities with recognized charities and organizations. To enable this we offer all regular employees time-off with pay for at least one day, or eight hours per calendar year to volunteer.

43 source: UNISDR, Jan 2012, www.unisdr.org

THOMSON REUTERS ENCOURAGES ALL STAFF ACROSS THE BUSINESS TO TAKE PART IN COMMUNITY VOLUNTEERING ACTIVITIES

The figures below reflect the volunteering hours that are recorded through our Volunteer Tracker tool.

	2011	2010
Volunteering Hours	20,675	16,662

MAKING IT HAPPEN: VOLUNTEER ACTION NETWORK AND CR CHAMPIONS

The Volunteer Action Network (VAN) promotes community investment and provides opportunities for employees to get involved at designated office locations across the globe. Teams of champions drive employee engagement by promoting collaborative



REUTERS/MOHSIN RAZA

events each quarter around four focus areas: Education; Environment; Youth and Hunger. Employees participate in volunteering, fundraising and collections, and promoting awareness for each of these themes.

Our Corporate Responsibility (CR) Champions are an integral part of our community story at Thomson Reuters. Employee groups and networks in a wide variety of locations have established partnerships with their local communities where they participate in volunteering activities and support programs local to their offices.

Both the VAN and the CR Champions drive local initiatives in addition to their regular day-jobs. During 2012 we will be looking at strengthening the networks that are already in place, aligning their aims and ensuring that as a business we are investing fully in our local communities.

SPONSORING FOR GOOD

Sponsorship can be a useful marketing tool, enabling our brand to reach the right audiences in an increasingly crowded marketplace. But as well as the commercial benefits, we also leverage our resources and network to help generate publicity and funds for causes and people we believe in.

In 2011 we sponsored a wide range of these kinds of projects – from hosting a Girl Scouts⁴⁴ Careers Day in New York, USA to the ongoing supply of professional trading equipment for Cass Business School⁴⁵, London, UK. The common thread to this activity is that we pick projects and issues where our skills and resources are relevant.

Our sponsorships vary in scale, from long-term international partnerships such as our relationship with golf Masters winner Mike Weir and his charitable foundation⁴⁶ to activities organized locally over short durations such as the Atlantic Cup⁴⁷ where our sponsorship helped to raise funds for the Boomer Esiason Foundation⁴⁸ and cystic fibrosis.

Fortune Most Powerful Women Summit, Laguna Niguel, US

We co-sponsored an innovative mentoring session at the event for the daughters of US service personnel. 35 young attendees put their interview skills to the test during minute mentoring sessions facilitated by model Tyra Banks and Pattie Sellers, editor-at-large, Fortune Magazine. The high school students then spent time with 33 female leaders from companies and organizations including Google, Twitter, Goldman Sachs and Every Mother Counts⁴⁹. Finally, Thomson Reuters gave each participant a new iPad2 loaded up with useful educational apps.

44 www.girlscouts.org
 45 www.cass.city.ac.uk
 46 www.mikeweirfoundation.com
 47 www.theatlanticcup.eu

48 www.esiason.org
 49 everymothercounts.org

THOMSON REUTERS FOUNDATION

The Thomson Reuters Foundation is a catalytic foundation which shares the skills and experiences of our business across a wider landscape to increase access to valuable information in the most needed areas.

Operating across flagship programs, 2011 was a year of growth for our Foundation building on the successes already in place and developing our offer to stakeholders through the following services:

- **TrustLaw** – a global center for free legal assistance and anti-corruption news. Its aim is to empower people in need by providing trusted information and leveraging professional expertise.

- **AlertNet** – a free news service covering humanitarian crises worldwide providing trusted information on natural disasters, wars, hunger, diseases and climate change.
- **TrustMedia** – a leader in international journalism training and a key provider of media training. Offering 60 courses worldwide each year, over 9,000 journalists have received this hands-on training.

In 2011, the Foundation successfully launched TrustLaw Woman, a hub for news and information on women's rights, and YouTrust.org, a social media platform that enables our community to easily share multimedia information and create their own campaigns.

To find out more about the work of the Thomson Reuters Foundation you can access their 2011 Annual Report on their website⁵⁰.

50 www.trust.org/foundation-news/annual-report-2011





ENVIRONMENT

GOOD ENVIRONMENTAL MANAGEMENT EQUALS GOOD BUSINESS SENSE

Businesses are under increasing pressure to reduce their environmental impact. Volatile energy prices, a heightened awareness of issues such as resource scarcity, climate change and water stress, and an increasingly stringent regulatory environment have led to a re-evaluation of what constitutes good business. Improving our environmental performance has many benefits besides a reduction in greenhouse gas emissions and the conservation of precious resources. By engaging more responsibly with the planet, we will maintain our license to operate with our customers and the wider community, encourage innovation, attract and retain staff, and help to protect our bottom line.

As an information-services provider our environmental impact is relatively low compared to other sectors. But we recognize that as a leading company with approximately 60,000 employees and a property portfolio which includes data centers and a production facility we have an opportunity to improve our performance.

We're currently assessing the impact of our own operations and the impacts within our supply chain. Through our services such as Point Carbon, ASSET 4 and Reuters News we are also enabling our customers to make informed decisions, providing them with intelligent information on issues such as carbon pricing and environmental risks (See Marketplace for more details on our sustainable products and services).

This chapter is all about what we are doing to drive improved performance within Thomson Reuters own ecosystem. On the following pages we will cover: our environmental management approach; developing our environmental strategy; measuring our performance; and highlighting green initiatives across the organization.

IMPROVING OUR ENVIRONMENTAL PERFORMANCE HAS MANY BENEFITS

DEVELOPING OUR ENVIRONMENTAL STRATEGY

We are currently evolving our overall CR strategy, incorporating an approach to both environmental and social impacts. As we develop this capability, we continue to work hard to improve our performance in areas such as the efficiency of our data centers, the types of energy we buy, the amount we recycle, and the way we engage our employees to encourage environmentally friendly behaviors.

This year we introduced our new combined Environment, Health and Safety Policy with the key principle to "...minimize any adverse impact that our operations have on the environment..." with a focus on recycling, reducing travel miles through digital communications and sourcing sustainable materials. This formalizes our commitment to the environment and during 2012 we will be building our approach with a structured set of targets and commitments.

MEASURING OUR PERFORMANCE

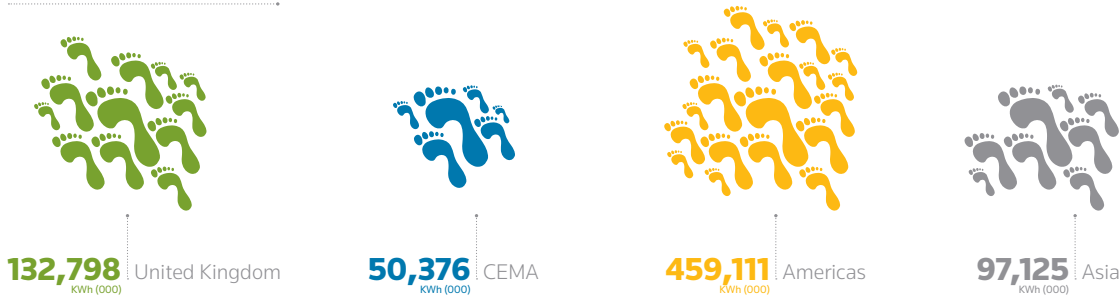
Our goal is to establish and integrate environmental key performance indicators into our business-as-usual reporting. But before we can assess performance we need to establish baselines, such as our carbon footprint.

In 2011 we established a dedicated Carbon Footprinting project team, working across the business to understand impacts and to establish how accurate data can be collected efficiently and communicated effectively.

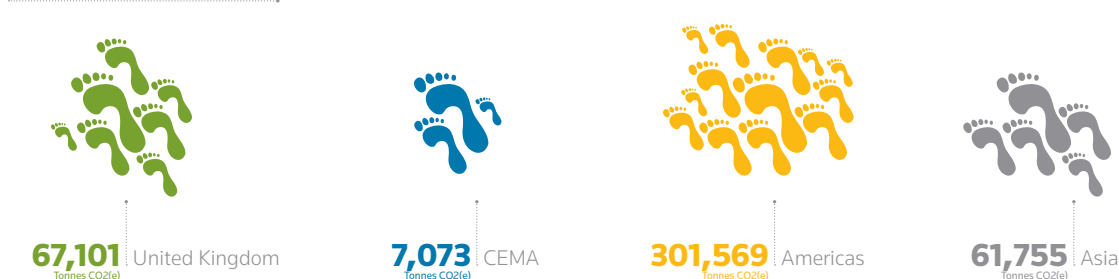
The same team is also now developing an environmental sustainability strategy for Thomson Reuters which will set out our short, medium and long-term opportunities, with clear targets to measure progress against.

THOMSON REUTERS CARBON FOOTPRINT

KWh



CO2



In 2011 we calculated our carbon footprint as 508,562 tonnes of CO₂ emissions. **We used the following data sources:**

Scope 1: Direct combustion of diesel and gas representing 4 per cent of total

Scope 2: Purchased Electricity representing 86 per cent of total

Scope 3: Business travel (air and rail), car transport provided to our staff in India, representing 10 per cent of total

How we collected the data:

Scope 1: all significant data obtained was real data

Scope 2: 83 per cent real data obtained, remainder estimated

Scope 3: only includes business travel booked through company travel agencies

As we evolve our environmental data gathering processes, we will include new data sources such

as refrigerants used in our air conditioning systems, office waste, logistics and water use. This may lead to increases in some baseline numbers from year to year but we will continue to measure the successes of our reduction strategies by setting appropriate targets and with the use of management reporting to enable like-for-like comparisons.

Carbon Disclosure Project

In 2011 we again submitted data to the Carbon Disclosure Project⁵¹, an independent not-for-profit holding the world's largest database of primary corporate climate change data. We achieved a 26% increase in our disclosure score, reflecting the initiatives being carried out across our businesses.

51 www.cdproject.net/en-US/Pages/HomePage.aspx



OUR ENVIRONMENTAL MANAGEMENT PROCESSES

1. Strategy

Our Carbon Footprinting project team is now drafting an Environmental Sustainability Strategy that will draw out a roadmap for Thomson Reuters focusing on opportunities, primarily aimed at our Scope 2 and Scope 3 impacts. Once finalized, the strategy will be published on thomsonreuters.com.

2. Staff

We have dedicated specialist teams based throughout the company, tasked with driving efficiencies and improvements in their areas of responsibility. These include the Carbon Footprinting project team, real estate and facilities management specialists, data center systems and strategy teams, and risk managers who have the expertise and experience to identify where savings can be made and processes refined or changed.

3. Energy Suppliers

We buy renewable energy where we can. In Geneva we have recently been able to buy 100 per cent of our energy from renewable sources. In the UK we purchase 100 per cent renewable energy for our major half-hourly metered sites and in the US it's around 40 per cent. We expect this trend towards purchasing increasing amounts of energy from renewables to continue as legislation and our internal projects encourage more regions to develop their low-carbon infrastructure.

4. Data Centers

Data centers represent a large proportion of Thomson Reuters carbon footprint. We currently have over 26 facilities globally, covering more than half a million square feet, drawing 37 megawatts of power and serving around 82,000 IT assets. We are working hard to improve the environmental performance of this resource.



BY ENGAGING MORE RESPONSIBLY WITH THE PLANET, WE WILL MAINTAIN OUR LICENSE TO OPERATE

We have applied the best practice standards set out in the EU Code of Conduct for Data Centers and we serve on the Advisory Council and as the EMEA Chair for The Green Grid. The Green Grid is a nonprofit, open industry global consortium of end-users, policy-makers, technology providers, facility architects, and utility companies collaborating to improve the resource efficiency of data centers and the computing ecosystem.

In 2011, in spite of rising energy prices, we managed to cut our data center energy bill by around 8%. The savings were achieved through a combination of technical improvements, consolidation and the reorganization of sites.

Working with the business we were able to remove 2.2MW of power from the data centers, this included a program of virtualization, whereby the work of several traditional servers is consolidated, thereby minimizing required space and maximizing efficiency. This significantly reduces power consumption and we were able to remove over 4,500 servers in 2011. Additionally we incentivized our business to identify redundant machines – the “Cash for Kilowatts” program engaged employees and saved the company a significant amount of energy consumption as well as reducing our carbon footprint.

Having removed unnecessary equipment, we also looked at the lay-out of our facilities to optimize cooling air flow thereby improving efficiency, saving money on cooling, and making better use of space. Through these techniques we can continue to grow capacity while reducing our overall emissions and bills.

Meetings management

Our Environment, Health and Safety policy commits all of us to reducing business travel. Investing in 22 additional telepresence suites in 2011 has reduced travel for 3,000 hours of meetings per month.

Recycling at our Eagan manufacturing plant

Effective environmental stewardship requires sustained commitment across many areas. The recycling results from our manufacturing facility in Eagan, Minnesota illustrate the point. In 2011, we recovered and recycled the following:

- Paper: **12,429 Tons**
- Plastic: **55 Tons**
- Boxes: **600 Tons**
- Aluminum plates: **376 Tons**
- Other metal: **122 Tons**

GREEN INITIATIVES

Our network of sustainability ambassadors, the Green Teams, continue to thrive, with the annual Green Week in April as a focal point for activities. This is always a busy period of activity with 75 local groups organizing events across the regions to heighten awareness and engagement.

A popular section of our intranet is devoted to sharing resources, news and opinion on environmental and community issues, with region-specific pages. In 2011 staff posted blogs on environment and community issues. Topics for discussion included the use of solar panels on new-build properties in Japan, water conservation in the USA and a focus on the London Olympics as the “greenest games ever.”

Green Week 2011 initiatives included: a clean-up of Moonlight Beach, California; the installation of energy-saving lighting at a school in Dhaka, Bangladesh; a carbon footprinting seminar in Hyderabad, India; a Buenos Aires reception for Greenpeace, Argentina; and the clearing of cycle paths in Mytholmroyd, Yorkshire.

As we evolve our environmental sustainability strategy, the Green Teams will be given objectives which focus on Scope 2 and Scope 3 environmental impacts to accompany the many worthwhile local initiatives already in play.

DATA AND INFORMATION

EMPLOYEES	2011	2010	2009
Total employees	60,500	57,900	55,000
Gender: Male/Female	58% 42%	No verifiable data	No verifiable data

HEADCOUNT – BY REGION	2011	2010	2009
Americas	28,500	27,900	27,700
Europe, Middle East and Africa	12,300	12,300	12,100
Asia	19,700	17,700	15,200

COMMUNITY	2011	2010	2009
Employee volunteering hours	20,675	16,662	No verifiable data
Matching Gifts (US \$)	1,395,284	1,343,723	No verifiable data
Matching Gifts at ExCom level (US \$)	122,709	52,780	No verifiable data
Dollars for Doers (US \$)	159,000	129,000	No verifiable data





ENVIRONMENT	2011	
	Tonnes	%
TOTAL CO2 EMISSIONS	508,562	100
Scope 1	19,824	3.9
Scope 2	437,498	86
Scope 3	51,240	10.1
Emissions per US \$million revenue	36.9	n/a
Emissions per square foot	36.3	n/a
CO2 EMISSIONS – BY REGION	Tonnes	KWh
UKI	132,798	67,101
CEMA	50,376	7,073
Americas	459,111	301,569
Asia Pacific	97,125	61,755

TELEPRESENCE USE	2011	2010	2009
Number of TelePresence Suites	51	28	21
Hours of use	25,086	14,205	5,841





BUSINESS TRAVEL*	2011	2010
Air: Miles Flown	196,976,982	267,310,625
CO2 Emissions (KG)	35,660,994	48,482,874
Rail: Miles Traveled	2,444,871	2,228,357
CO2 Emissions (KG)	266,591	183,991
Total Miles Traveled	199,421,853	269,538,982
Total CO2 Emissions (KG)	35,927,585	48,666,865

* Travel as booked through business approved agents

DATA AND INFORMATION

BENCHMARKS & AWARDS		2011	2010	2009
	Ethisphere	Listed	Listed	Listed
	FTSE4Good	Listed	Listed	Listed
	Interbrand Top 100 brands	Listed #37	Listed #39	Listed #40
	Carbon Disclosure Project	Category D 63/100	Category D 50/100	Listed
	Human Rights Campaign Corporate Equality Index	Scored 90/100	Scored 85/100	Scored 75/100
	Fortune's Most Admired Companies	Listed #2 in Financial Data	Listed #2 in Financial Data	Listed #3 in Financial Data
	Ethibel EXCELLENCE Investment Register	Listed	Listed	N/A
	Best Adoption Friendly Workplace	Listed	Listed	Listed
	Canada's Top 100 Employers	Listed	Listed	Listed
	Great Place to Work Institute: Best Workplace in Canada	Listed	Listed	Listed
RECOGNITION				
New York Red Cross, Corporate Leadership Award				
American Red Cross, employer recognition				
Save the Children Corporate Partnership		Greatest Achievement in building a long-term partnership		

DATA AND INFORMATION

2011 AWARDS		
	Newsweek Green Rankings Global 500	Listed
	Family Friendly Employer Award, Hong Kong	Listed
	Britain's Top Employer (CRF Institute)	Listed #1
	Race for Opportunity, Employee Network Award for Black Employee Network	Winner
	Shared Services Excellence of the Year Award – Philippines Operational Center	Winner
	Great Place to Work Poland Award	Listed #2
	Yellow Ribbon Award	Listed
	Human Resource Association(HRA) – Best HR Team Award Beijing	Winner
	Ministry of Labor, Thailand, Workplace accreditation	Listed
	2011 Top Ten Caring Enterprise – Beijing	Listed
	Commodity Business Award, CSR Company	Winner
	Latino Employee Network Award, Top 5 – Latina Style, US	Listed
	Latino Employee Network, Top 10 –Hispanic Chamber of Commerce's ERG Corporate Challenge	Listed
	Inclusion & Diversity Award – NDTV Profit Business Leadership Awards	Listed

ABOUT THIS REPORT

This is Thomson Reuters first full company-wide CR report. The report includes performance information and data from the 2011 calendar year for all Thomson Reuters businesses. In developing the content for the report, we referenced the Global Reporting Initiative (GRI) G3 guidelines but we have not this year produced a GRI-level report. We aim to do this in future years. We also intend to have our reporting assured by an independent third party in the future – this year's report has not been externally assured.



Printed using Xerox dry ink toner,
a non-toxic printing solution.

