

Corporate Responsibility & Inclusion Report

2014

THOMSON REUTERS™

“We are 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 knowledge to act, enabling them to make better decisions faster”

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About this Report

This is our fourth annual report on matters of Corporate Responsibility & Inclusion. It provides information and performance data across our global operations for the reporting period January to December 2014.

We welcome your views on all aspects of the report. Please send us your feedback to rachel.moseley@thomsonreuters.com.

The online version of this report is available at thomsonreuters.com/cri.

About Our Business

We are 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 knowledge to act, enabling them to make better decisions faster. 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. Thomson Reuters shares are listed on the Toronto Stock Exchange and New York Stock Exchange (symbol: TRI). Our website is **www.thomsonreuters.com**.

We are organized in four business units:

- **Financial & Risk**, a leading provider of critical news, information and analytics, enabling transactions and bringing together financial communities. Financial & Risk also provides leading regulatory and operational risk management solutions.
- **Legal**, a leading provider of critical online and print information, decision support tools, software and services that support legal, investigation, business and government professionals around the world.
- **Tax & Accounting**, a leading provider of integrated tax compliance and accounting information, software and services for professionals in accounting firms, corporations, law firms and government.
- **Intellectual Property & Science**, a leading provider of comprehensive intellectual property and scientific information, decision support tools and services that enable governments, academia, publishers, corporations and law firms to discover, develop and deliver innovations.

We also have a **Global Growth & Operations** organization which works across our business units to combine our global capabilities and to expand our local presence and development in countries and regions where we believe the greatest growth opportunities exist.

We also operate **Reuters**, which is a leading provider of real-time, high-impact, multimedia news and information services to newspapers, television and cable networks, radio stations and websites around the globe.

"As a company built for the Information Age, our products and services help foster a more transparent, connected and empowered world."



Executive Introduction

Dear Reader,

Welcome to our fourth annual Corporate Responsibility & Inclusion report. I am once again privileged to share with you highlights of our performance related to responsible business practices supporting our people, our markets and our world.

I am proud of my colleagues, whose work every day helps to build a high-performing, sustainable business with a positive social impact. Our principles of integrity, freedom from bias and good judgment guide everything that we do, and ensure our 20 million customers receive the highest-quality and most trustworthy information anywhere. As a company built for the Information Age, our products and services help foster a more transparent, connected and empowered world.

Our ability to have a positive impact on the world starts with the way we conduct our own business and we took an important step during 2014 to combine our Corporate Responsibility, diversity and inclusion and sustainability teams into one function. A more connected approach is an important driver of competitive advantage and something our customers are genuinely interested in.

2014 was a year of achievement for our Corporate Responsibility & Inclusion work, receiving numerous industry awards. We were named in Ethisphere's World's Most Ethical Companies list for the sixth consecutive year and received a 100 percent score on the Human Rights Campaign Foundation's Corporate Equality Index for the third year in a row. We continued to improve our Carbon Disclosure Project score achieving 97 percent. We celebrated the remarkable volunteer efforts and charitable contributions made by our business and our people. We also launched global learning and wellbeing programs for our employees to enrich their experiences and development both inside and outside of the office. And we asked all employees to reaffirm their commitment to our updated Code of Conduct and Business Ethics.

Carrying this momentum into 2015, we have outlined three key priorities: leverage our newly joined-up CR&I function to enable talent and power the organization's growth strategy; further reduce our carbon footprint; and continue building sustainable partnerships with the communities in which we live and work.

I would like to thank our employees, our customers, our shareholders and other stakeholders for their support of these efforts. Thank you for your interest, and we look forward to continuing this important conversation.



Jim Smith, Chief Executive Officer

Our Approach to Corporate Responsibility & Inclusion

2014 at a glance

The Thomson Reuters Trust Principles[1], established in 1941, demonstrate our commitment to providing independent, unbiased news, information and data. They form a key part of our Code of Business Conduct and Ethics[2], and guide the behavior of every Thomson Reuters employee. So being responsible and ethical is part of the Thomson Reuters heritage, a fundamental of our business, and are the cornerstone of our Corporate Responsibility & Inclusion approach.

Interest in Corporate Responsibility (CR) and sustainable business is intensifying, both internally and externally. Alongside growing customer requests for sustainability-related information and data, we see our colleagues increasingly involved in volunteering or environmental initiatives, or engaged through diversity and inclusion related activities. Consider these findings:

- CSR is responsible for more than 40 percent of a company's reputation[3]
- Gender diversity can increase economic performance by as much as 2.2 times for profitability and 2 times stock valuation[4]
- 81 per cent of people consider the social and environmental impacts of a company when deciding where to work[5]

It's becoming increasingly clear that CR is not a separate issue at all, but simply part and parcel of the way we should do business every day.

Which is why, in 2014, we reviewed our strategic approach to CR, and combined CR, diversity and inclusion and sustainability to create one overarching Corporate Responsibility & Inclusion (CR&I) strategy and function. We believe that together, these elements will help drive the sustainable growth of our business. But our ambition goes beyond our own four walls. Our aim is to empower sustainable growth to support the diversity of our people, our markets and our world. And these are the three categories that make up our strategy.

For **Our People**, our goal is a workplace that makes the most of diversity and helps our employees reach their full potential, both at work and in our communities. It also means attracting and retaining diverse talent and building a truly inclusive culture that fuels engagement and innovation to grow our business.

In **Our Markets**, we aim to use our products and services to enable our customers to transform lives and achieve sustainable business growth. It means engaging with our customers, broadening our relationships, and partnering with them to respond effectively to changing markets, supply chains, regulators, and investors.

In **Our World**, we'll use the talent of our people and the power of our business knowledge to support the communities around us, and to inspire a more environmentally sustainable world through efficient management of resources.

In addition to all these goals above, we believe our new strategy and framework will support our corporate values of trust, performance, partnership and innovation, with enhanced engagement leading to productivity.

[1] thomsonreuters.com/en/about-us/trust-principles.html
[2] ir.thomsonreuters.com/phoenix.zhtml?c=76540&p=irol-govConduct
[3] Reputation Institute Pulse Survey (2011) http://www.forbes.com/sites/forbesleadershipforum/2012/01/18/the-top-10-trends-in-csr-for-2012/
[4] McKinsey & Company, A business case for women (September 2008)
[5] McKinsey, UNGC-Accenture CEO Study (2013); 2013 Cone Communications / ECHO Global CSR Study (2013) http://www.conecomm.com/2013-global-csr-study-release

Our Framework & Strategy

WHY? EMPOWERING SUSTAINABLE GROWTH TO SUPPORT THE DIVERSITY OF OUR PEOPLE, OUR MARKETS AND OUR WORLD.

- Drive trust, innovation, performance and partnership
- Respond to business growth and changing markets
- Attract and retain diverse talent
- Partner with our customers to effectively respond to supply chain, regulators and investors
- Collaborate with our people and our partners to support the communities in which we work

Enchanced Engagement Leading To Productivity and Innovation For Our Business

Strategic goals

What we do

Our People



Build an inclusive workplace that leverages diversity and empowers our employees to reach their full potential at work and in our communities

- Attract and retain diverse talent to drive innovation for sustainable business growth
- Build an inclusive workplace where diversity of thought drives competitive advantage
- Leverage the skills of our workforce to positively impact the communities where we live and work

Our Markets



Leverage our products and services, create strategic partnerships and empower our customers to transform lives and encourage sustainable growth

- Build better relationships with our customers
- Respond to business growth and changing markets increasing responsible business practices
- Create strategic partnerships that are in line with business goals and enable sustainable business growth
- Leverage our products and services to make a positive impact on the world around us

Our World



Leverage the talent of our people and the power of our business knowledge to support the communities around us to empower a more sustainable world

- Reduce our impact on the environment through sustainable business practice
- Connect the world to thought leadership on climate change and sustainability
- Ensure that the goods and services we purchase come from an ethically diverse range of sources
- Collaborate with our people and partners to support the communities in which we work, leveraging the power of our products to do so



Ten minutes with Patsy Doerr

Patsy Doerr became Global Head, Corporate Responsibility & Inclusion in March 2014. Here we chat to her about what the role means for Thomson Reuters.

What led to the new Corporate Responsibility & Inclusion approach?

"Within Thomson Reuters, for many years we have been doing some great work around the business on Corporate Responsibility issues, on diversity and on the environment - all activities that are part and parcel of being a responsible and inclusive business. So we wanted to bring these all together for maximum effect - to raise their profile, engage the whole business and do things more broadly. In the wider world, we are seeing pressure from governments, regulators and investors for companies to improve in these areas - witness the Indian government's recent ruling that companies must direct a minimum two percent of their net profit toward social development. To add to that, we must also recognize that for the new generation of employees - the "millennials" - these topics are very important, so it's also about attracting the best people."

What is Thomson Reuters vision for CR&I?

"Our aim is to empower sustainable growth for our people, our markets and our world. To look at the people aspect, that means engaging employees in CR&I issues, and casting the widest net to attract, develop and retain a diverse array of talent. With markets, we've found that our customers are equally interested in these topics, so it's about developing innovative products or collaborative projects to harness that mutual interest. By our world, we mean creating wider value for society by engaging with our communities and caring for the environment. All of these will bring solid benefits for our business."

And what might those business benefits be?

"With diversity of people comes diversity of thought, which encourages innovation, which flows through to the bottom line. The customer engagement on CR&I matters is a great way to broaden and deepen relationships, and we also use our key business strength of data and information to develop CR&I products which are useful both for our customers and for ourselves. On the sustainability side, the benefits are in reducing waste and becoming more resource-efficient."

What do you think will be the main challenges in implementing the strategy in the coming years?

"I honestly believe there are very few. With the enterprise-wide focus of our activities, we are very well-positioned, and the challenges are probably the more mundane matters such as resources and bandwidth. As regards buy-in, we certainly have that from the top, and also with new hires, but maybe there will be a challenge in inspiring everyone to appreciate the issues and the impact of CR&I when, for many, their primary focus, justifiably, is the immediate day job at hand."

Are there opportunities for the company to take a leadership position in particular areas?

"Without a doubt, and I think we already have. We are emerging as a thought leader in many areas - take our work on diversity and inclusion issues where we've made strong progress on building an inclusive environment and developing diverse talent, as well as our business development work where we're uniquely positioned through our customer relationships by collaborating on events, research and notably, via our Sustainability website. Of course, our organization already has the inherent skills and partnerships for developing our thought leadership position."

What do you see as the key priorities for the year ahead?

"Well there are plenty of people at Thomson Reuters who have been doing work in this area for a long time. So last year was about bringing all our activities together, setting up a structure and deciding what we can measure. Now we're moving into the phase where we want to have some measurable impact across all our focus areas and maintain momentum particularly in our community engagement activities, our diversity work and our environmental management - that's what this year is about."

What's the one thing you are most excited about putting into action?

"I meet a lot of people who ask me 'what exactly is sustainability?' and I'd have probably asked that question myself two years ago. People really do want to know more about what they can do, how it helps and how they can get involved. I find the whole subject quite fascinating, especially the number of different opportunities. So I'm really looking forward to raising awareness on the topic - to getting people interested in doing things that in themselves seem quite small, but have a massive impact on efficiency and the environment."

Governance

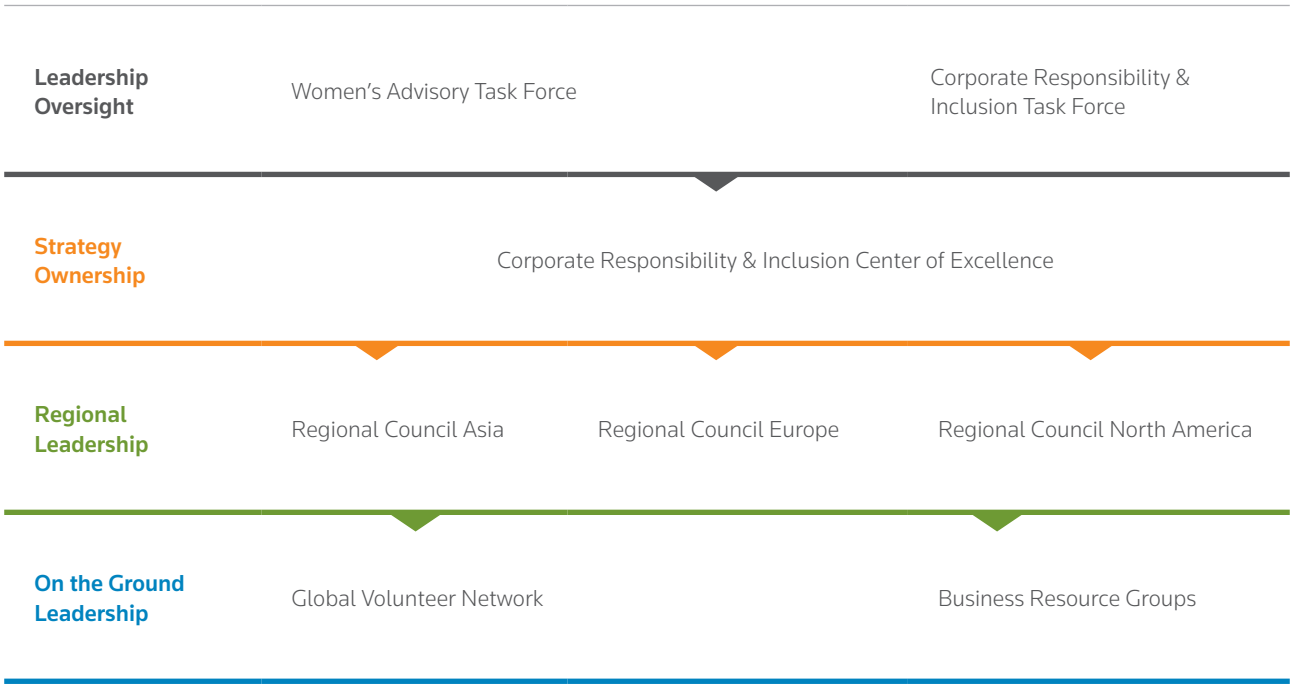
To support the implementation of our new CR&I strategy, we updated our governance model in 2014. We have renamed our CR Roundtable as the CR&I Task Force. It sits alongside the existing Women's Advisory Task Force, and together these groups set the global priorities for CR&I across our organization. They report directly to the office of the CEO.

The CR&I Task Force is co-chaired by Carla Jones, Chief of Staff, and Patsy Doerr, Global Head, Corporate Responsibility & Inclusion. It includes senior representatives from across the business, with leadership roles that directly affect the function. The Task Force was launched in 2014 to champion the global priorities for CR, diversity and inclusion and sustainability. Members ensure that responsible business practices are part of daily business decisions, and the Task Force is structured to ensure that its members assume ownership for key CR&I activities. To that end, the Task Force has requested that three of its members formally act as sponsors for key areas of our work – sustainability, volunteering and social innovation.

Our Center of Excellence for CR&I is a team of 11 people that counts on the support and leadership of staff of from eight business groups across our company. This combined team of professionals boasts a wide range of expertise from different areas of the business. The team works from six countries and provides guidance to all our stakeholders. They develop our global strategy and collaborate with leaders, Business Units and functions across the organization to implement CR&I programs and practices.

Coordinating the implementation of our strategy on the ground are a number of locally based groups including Regional Councils, Global Volunteer Networks and Business Resource Groups. Together these groups provide local leadership and ensure our programs and initiatives have a regional and local focus. They also communicate updates back to the CR&I Center of Excellence, to ensure strategic priorities are aligned with local implementation goals and vice versa.

You can read more about the activities of our Business Resource Groups and Global Volunteer Networks on pages 18-19 and 36-37.



Stakeholder Engagement

Stakeholder engagement is an essential part of our approach to managing our business. Our key stakeholders include: employees, customers, suppliers, investors, non-governmental organizations (NGOs), media and opinion formers, governments and policy makers. We are in regular dialogue with all of these groups, directly and indirectly, through events, partnerships, one-to-one meetings, surveys, publications, social media and digital channels.

Engaging with our stakeholders gives us a good understanding of their expectations of us as a business, and the role we play in society. It also enables us to spot opportunities to work together to influence change on business-critical issues. And, of course, our stakeholders' views help shape our CR&I strategy and the issues we focus and report on.

For more detail on how we engage each stakeholder group, the issues we discuss, and examples of our activities in 2014, please see the table.





Stakeholder Group	Key issues we engage on
Customers	• Corporate sustainability • Diversity and inclusion • Impact investing
Employees	• Diversity and inclusion • Volunteering opportunities • Environmental issues such as office energy efficiency • Ethical business conduct • Company values
Suppliers	• Environmental practices • Human rights and labor rights • Workplace diversity
Investors	• Responsible investment • Social impact investing • Thomson Reuters ESG performance
NGOs and charities	• Education • Environmental issues such as climate change • Women and children's empowerment • Social justice • Health and wellbeing
Media and opinion formers	• Climate change and energy • Corporate governance • Health • Ethics • Diversity and equality • Corporate sustainability
Governments and Policy Makers	• Responsible business operations

How we engage	Examples of 2014 activities
• Research, insights and thought leadership • Customer events • Business Resource Groups • Partnerships • Sales teams	• Through our website sustainability.thomsonreuters.com we shared insights on sustainable development risks and opportunities with our customers and profiled some of their thought leadership initiatives • We took part in numerous events with customers • We conducted an informal consultation with some of our key customers to help shape the development of our CR&I strategy • Customer conference
• Induction sessions for new employees • Training and professional development • "The Hub" intranet and other internal communications channels • Global Volunteer Network • Green teams • Business Resource Groups • Employee and manager surveys • Community of Practice conference calls • Workshops and events	• Employees across the business took part in a series of values and culture workshops • We provided training for managers on diversity issues, such as how to be aware of unconscious bias • We ran Code of Conduct training sessions as part of the refresh of our global Code of Conduct • Employees took part in community volunteering activities and green team initiatives • Our global Pride at Work network ran a Pride Innovation workshop for LGBT employees • We conducted an annual Manager Effectiveness Survey • We held a Global CR&I conference – The Power of Us
• Research, insights and thought leadership • Procurement and due diligence processes • Events and conferences • Partnerships	• Through our website sustainability.thomsonreuters.com we shared insights on supply chain issues with our suppliers • We took part in a UN event on sustainable supply chains in October • Compliance with our Supply Chain Ethical Code
• Investor Relations • Conferences and events • Annual Report	• Our Global Head, CR&I spoke on the topic of social impact investing at the Triple Bottom Line Investing conference in May • We took part in numerous other events on responsible investing • Our sustainability products, such as our ASSET4 ESG data and our CR Index help investors choose sustainable companies in which to invest
• Partnerships • Research projects • Conferences and events • Sponsorships • Employee volunteering	• Our "Generate" program saw Thomson Reuters employees working with local community NGOs in Mumbai to tackle various social problems • Through our strategic partnership with digital education charity Apps for Good we provided mentoring and sponsorship • We supported numerous other charities through our employee volunteering activities, Community Champions Awards, Dollars for Doers, Matching Gifts and Payroll Giving programs • The Thomson Reuters Foundation runs a number of programs and initiatives, often in partnership with NGOs, to drive change on social issues such as human trafficking
• Research, insights and thought leadership • Conferences and events • News services	• Our website sustainability.thomsonreuters.com is the primary channel we use to engage with opinion formers and the media on sustainable development issues • Our CEO and several other senior executives spoke to an audience of influencers and opinion formers at the annual World Economic Forum in Davos, on a range of topics including anti-corruption • As a news organization, Reuters helps to raise awareness of social, governance and environmental issues through our impartial news coverage and features
• Government or industry consultations • Partnership	• We have a close partnership with the United Nations Environment Programme where we help to make emerging policy available to our markets • We work closely with governments and judiciaries globally to support the development of rule of law

Materiality

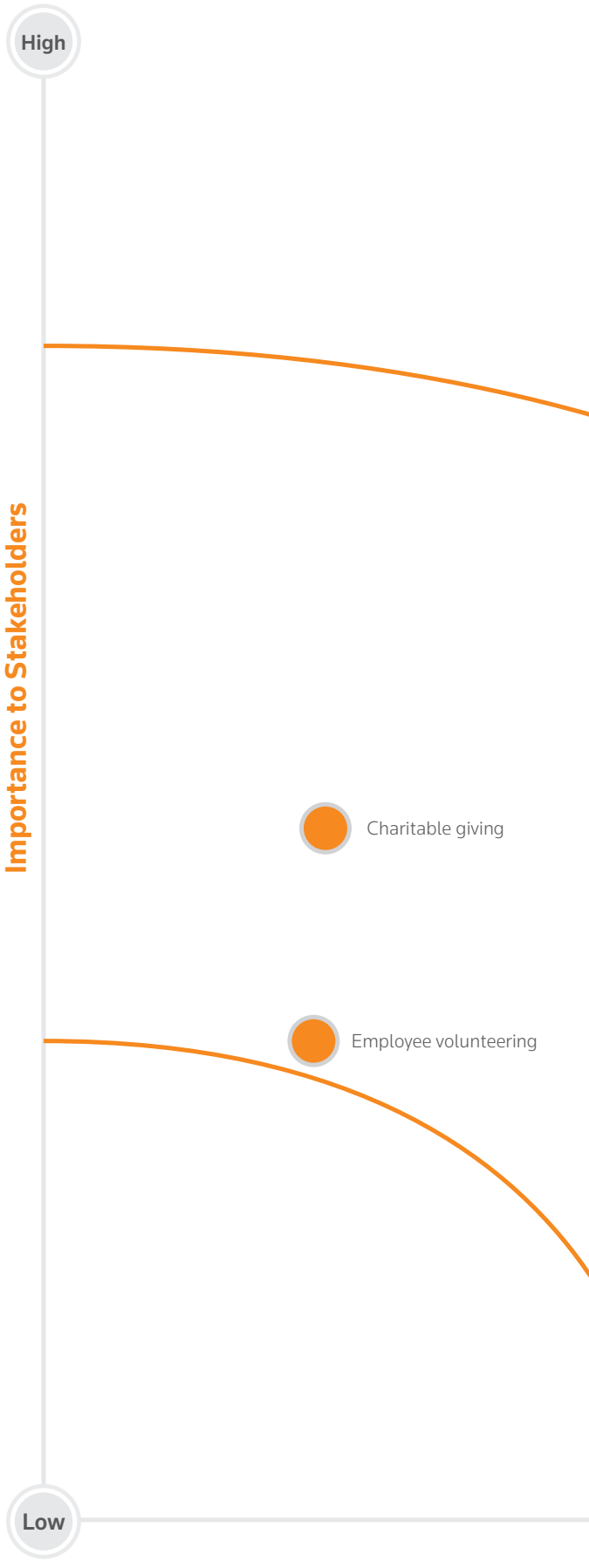
In 2014 we reviewed our CR&I material issues – the risks, opportunities and impacts that are important to our business and our stakeholders. Our aim was to meaningfully understand the relative priority of the issues and see if any new ones needed to be added to reflect changing business priorities, market conditions or global trends.

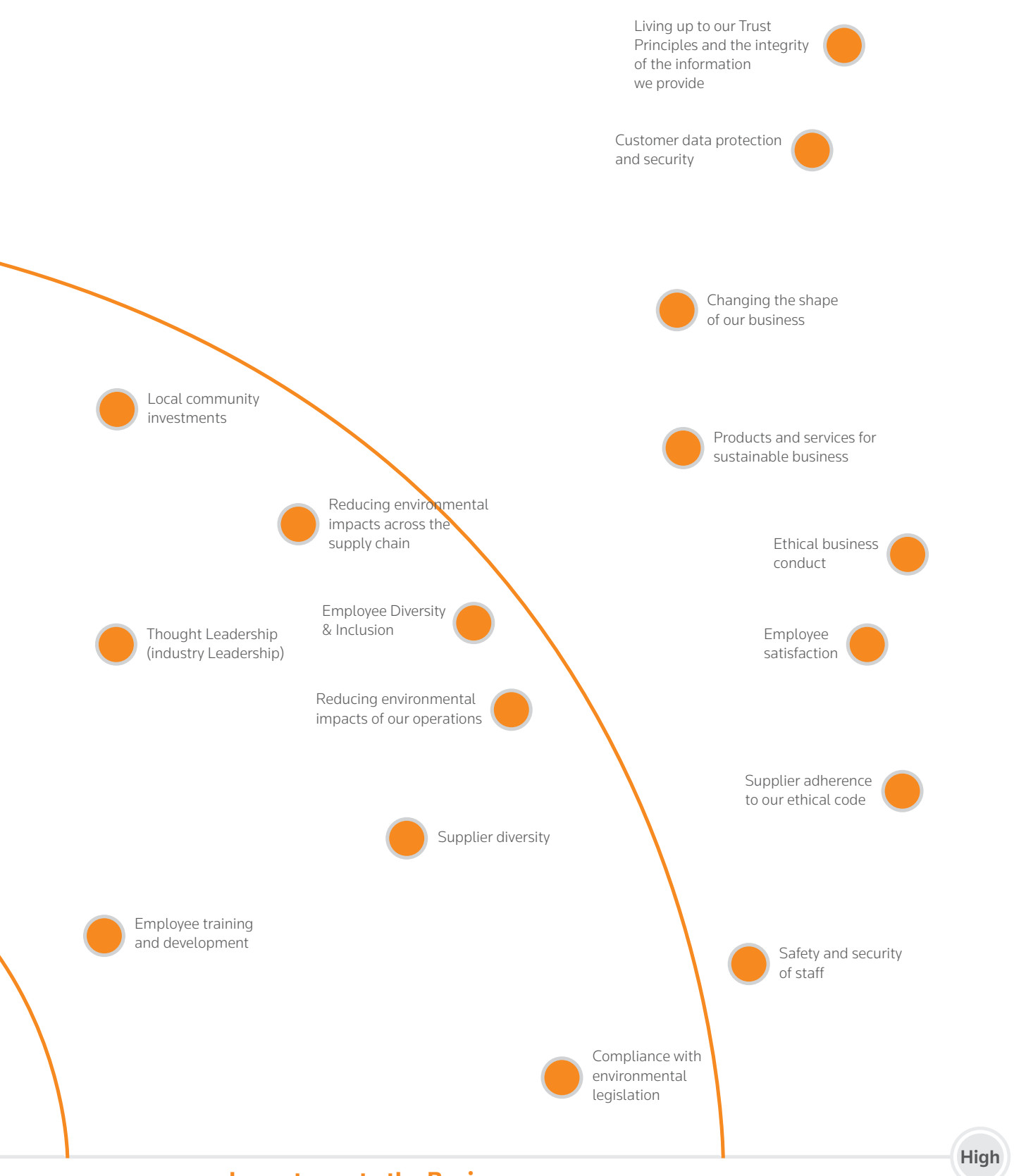
In conducting the review, we consulted with a number of key internal stakeholders and took into account the views of the external stakeholders we spoke to as part of our company reporting and CR&I strategy development process.

As a result of the review, one new material issue was added to our materiality matrix, two issues were removed, three shifted position and one issue was re-named. The specific changes are:

- "Changing the shape of our business" has moved higher up the matrix to reflect the increasing importance of innovation to our business as we continue to evolve and offer an enterprise-wide value proposition to our customers
- "Employee diversity and inclusion" has shifted to the right of the matrix to reflect its increasing importance to our business
- "Supplier diversity" has moved up and right, reflecting its growing importance to our business and customers, as seen in customer requests for supplier information
- "Safety and security of staff" is a new issue that has been added to reflect the fact that this is an increasingly high-priority issue globally
- We have changed the title of "Industry Leadership" to "Thought Leadership", to reflect the work we are doing to engage with customers and other stakeholders on sustainable development issues
- "Right-shoring and off-shoring" has been removed from the matrix, as this is no longer a pressing issue for our business
- "Information services for those in need" has also been removed from the matrix, as the specific service no longer exist in this form

All other issues on the matrix remain in the same position as they were in previous years.




Living up to our Trust Principles and the integrity of the information we provide
Customer data protection and security
Changing the shape of our business
Local community investments
Products and services for sustainable business
Reducing environmental impacts across the supply chain
Ethical business conduct
Employee Diversity & Inclusion
Thought Leadership (industry Leadership)
Employee satisfaction
Reducing environmental impacts of our operations
Supplier adherence to our ethical code
Supplier diversity
Employee training and development
Safety and security of staff
Compliance with environmental legislation
High
Importance to the Business



“Ensuring sustainable growth through diversity of talents, outlooks and ideas”

Our People

To serve our customers and communities, we want to attract and retain the most talented individuals and create an environment where all our people can develop to their full potential. Valuing and promoting diversity and inclusion is key to this objective.

Everyone at Thomson Reuters brings different skills and traits with them. Our development programs help people at all levels of the business use these to progress their careers and reach their full potential, both at work and in their communities. We foster an inclusive workplace, where the wealth of perspectives leads to new ideas and where an expert and varied pool of talent can tailor leading thinking and analysis to local situations. All of which leads to competitive advantage and sustainable business growth.

On the following pages you can read about the initiatives we have in place to make our people goals a reality.

Key highlights

- Refreshed values and purpose with culture workshops introduced across the organization
- Launch of a new Business Resource Group to support employees at the early stages of their career with Thomson Reuters
- Global wellbeing program launched across the organization, with 338 champions in 33 countries

Our Culture

It's all in the mindset

We recognize that companies perform more effectively on financial parameters when they have a healthy, high-performing culture. We also recognize you can only accelerate a shift in culture by paying attention to it. In December 2013, the Thomson Reuters Executive Team took time to identify the organization's purpose and values, and then launched these across the company in early 2014.

Now, through 2014, we've been aligning our culture with the business strategy, and creating an organization where everybody can live our fundamental values of trust, partnership, innovation and performance. We are doing this through a series of values and culture workshops that help employees shift their thinking and behavior and incorporating our shared values in annual performance measures.

Initially, 175 senior leaders took part in the two-day workshops, and by the end of 2014, another 2,800 leaders across the organization had also participated in workshops. The aim is to give leaders tools and approaches to help their teams integrate the company values into everything the company does, from our recruitment, development and appraisal processes, to our communications and external relationships. The workshops and ongoing supporting activities provide the foundation for high-performance teams and cultures, and help individuals and teams aspire to achieve more for themselves and the organization. We are training our own people to facilitate the workshops and follow-up sessions, so we can accelerate the process throughout Thomson Reuters, encouraging all employees to bring their best to their work, and so ensuring they are at the heart of this shift in our culture.

> *"The aim is to give leaders tools and approaches to help their teams integrate the company values into everything the company does"*



Diversity and Inclusion

It's who we are and how we do business

Our customers are from a broad range of geographical and cultural backgrounds. To be able to anticipate their needs, develop new ideas and solve their complex challenges, we embrace diversity of thought, style, experience and approach. This means fostering a culture where innovation and intellect can thrive, regardless of nationality, disability, gender, ethnicity, gender identity and expression, sexual orientation, age or other differences.

Our employees' expertise, ideas, perspectives and experiences is our true strength at Thomson Reuters. It's part of who we are and how we do business around the globe, every day. Our goal is an inclusive workplace where all employees are valued and have the opportunity to reach their full potential. In 2014, we've continued to work hard to meet this objective, updating our strategy and policies, and promoting a growing range of tools, resources, events and initiatives.

A diversity and inclusion approach to achieve our objectives

To create a globally diverse workforce comprised of the most talented individuals, we've established a diversity and inclusion (D&I) strategy comprising of four pillars:

1. **Inclusive workplace** – creating a workplace where everyone is valued and can reach their full potential. This means bringing D&I into how we operate, rather than treating it as a set of separate initiatives, and we are currently training 10,000 managers globally on how to build inclusion into the workplace. Other initiatives include our Business Resource Groups and regional D&I Councils (see separate features).
2. **Diverse talent** – here we establish programs for attracting, developing and accelerating the careers of specific pools of talent, such as our leadership development programs focused on women (see page 20). But it also means promoting diversity in succession planning, recruitment processes, early career programs and senior leadership teams.
3. **External positioning** – improving the reputation and recognition of Thomson Reuters as a great company for diverse talent. We present our thought leadership and inclusive products at conferences and university events, and share our research through white papers and policies, as well as through our products.
4. **Business development** – this means engaging with our clients, and developing products and news and information communities targeted at diverse populations. It also means enhancing relationships with our clients through our D&I work.



Business Resource Groups – an open environment for employees to contribute to business success

Business Resource Groups (BRGs) are groups of employees that advance the cause of employees historically underrepresented in the corporate environment.

With 88 local chapters around the globe, and 10,000 members, the BRGs create awareness and understanding of the diverse backgrounds and experiences represented throughout our business. These groups provide a network of support for employees, and work with the business to enhance professional development, recruitment and retention.

Business Resource Groups include:

- Asian Affinity Network
- Black Employee Network
- Disability Employee Network
- Early Careers Network
- Latino Employee Network
- Pride at Work (for lesbian, gay, bisexual, transgender employees and friends)
- Veterans Network
- Women @ Thomson Reuters

Business Resource Group Academy – creating critical business assets

During 2014, we established a Business Resource Group Academy to help our BRGs focus on becoming critical business assets, as well as communities of interest. The idea was to explore the many ways the BRGs could contribute within a global organization such as ours, by identifying unique market opportunities, and providing links to diverse markets and clients. The Academy's aim is also to simplify matters for the groups in areas such as budgetary requests and operational guidelines. The Academy also serves to share best practices between groups, by emphasizing a strategic framework and sustainable programming.

Early Careers Network – the newest Business Resource Group

Having identified a need to help our emerging talent take control of their career development, in mid-2014 we created a new resource group for those at an early stage in their career, with up to seven years of experience. In Asia, for example, over 40 percent of our employees fit this criteria. The Early Careers Network can include people of any age who are new to their careers, have recently returned to the workplace, or changed careers. Whether it's through training, mentoring or relationship-building, the aim is to help individuals become the driving force behind their own career development, and in doing so help the long-term development of our business. The Early Careers Network already has four chapters – Singapore, London, New York and Eagan – with more due to start in 2015.



Pride at Work Innovation challenge

Recent legal and social developments around the world have opened up new legal, tax, scientific and financial needs and considerations for lesbian, gay, bisexual and transgender (LGBT) individuals and couples. Given the right information, this is a new market where we can support and serve our customers – which means a business opportunity for Thomson Reuters.

That was the thinking behind "Innovation Fest" organized by our Pride at Work Business Resource Group. The idea was to crowd-source ideas on our intranet, The Hub, that help our customers serve LGBT clients and markets. During the idea generation phase in June 2014, there were nearly 40 submissions covering a wide range of topics – including enhancing our products by creating LGBT categories, indexes, feeds, pre-defined searches and products; generating education, planning guides and calculators to help our customers do business with LGBT clients; and honing our HR policies and employee benefits.

Our judges narrowed the ideas down to short-lists of 12 and then five, before declaring three joint winners. Each was from a different business unit, but each was based on providing LGBT-related content to professionals through a system that organized and optimized relevant content. This included an LGBT regulations feed for wealth advisors, a tax planning guide for advising LGBT markets and adding LGBT to the legal Key Number system. The winners are now combining their ideas to submit a single proof of concept to the Catalyst Fund, our funding process for innovations. One immediate result of this collaboration was a new site which features our LGBT inclusive products and content available at, thomsonreuters.com/site/lgbt-inclusive-products.

Regional Inclusion council – improving our diversity in Asia

To support the four pillars of our D&I strategy we have established regional inclusion councils, and in Asia we identified three key areas to focus on in 2014 to support our strategy. These are:

1. **Gender** – supporting the recruitment, development and retention of female employees in Asia
2. **Asian nationals** – in certain offices, we are looking to hire more local employees, and make sure they are furnished with the skills and opportunities to increase local representation at higher levels, and to become regional and global leaders
3. **Early careers** – we are running programs to recruit, retain and develop young talent, establishing Thomson Reuters as a brand of choice

"The Early Careers Network can include people of any age who are new to their careers, have recently returned to the workplace, or changed careers"

Medical benefits for employees' domestic partners

As part of the company's benefits, we have a stated principle that medical plans should cover employees' domestic partners wherever possible. Our Pride at Work group (our LGBT employee network), brought to our attention in 2012 that our practices were inconsistent around the world for same-sex partners. We identified where these same-sex benefits gaps existed, and began to determine if offering same-sex benefits would be legally allowed or prudent in each country we operate in.

Using the total number of employees we have in a country as the measure for our priority list,

Developing Talent

The Leadership Program for Women – rebalancing the gender mix

Each year, 32 senior female Thomson Reuters employees are chosen to take part in our respected and highly sought after six-month Leadership Program for Women. The individuals selected have already shown themselves to be key talents within the company, and continue to prove their ambition and drive to succeed. This program is designed to enhance their senior management skills, create opportunities to share their business experience, success and networking strategies, and increase their sphere of influence.

Attendees learn leadership skills from senior Thomson Reuters leaders and gain insights into Thomson Reuters strategy and priorities, practice leadership techniques and get tips to help their career – all while building a powerful network of peers. As Helen Benson, Senior Director, Talent & Development, notes: "The program is for high performance, high potential women with aspiration and ability. In our most recent workshop 96 percent rated it as excellent". In fact, those who've completed the program are already experiencing many benefits. 92 percent say they have applied what they learned to improve their performance in their current role, 90 percent came away with a stronger interest and desire to progress their career as a leader, while 96 percent say they are better equipped with knowledge, tools and techniques to help their career as a leader. Since they completed the program, 88 percent report they have already achieved some form of career progression.

Thomson Reuters is determined to become the premier company for women in the information services industry, and this fourth year of the Leadership Program for Women shows a clear commitment to this goal. The program is just one of a wider set of initiatives we have in place to help bolster the pipeline and create diverse leadership, as although the gender mix is fairly even at entry level, there is a gradual drop off throughout the management levels. This is something we are seeking to change permanently. Our long-term strategy is to encourage leadership development for female employees and create a long-term rate of progression that benefits both them and the company.

we tested our top ten countries in 2013 and the next 20 in 2014. We have been working in these top 30 countries with our current benefits provider, or looking into new benefit providers, to close the same-sex benefit gaps where they exist. We are working to ensure that our stated principle is a reality in all countries, unless we are unable to do so by local legislation.



Emerging Women in Leadership and LeadHERship – encouraging women at the forefront

The desire to increase the number of women leaders at Thomson Reuters is also behind two more initiatives designed to help mid-level female managers realize their strengths and achieve their full potential.

The Emerging Women in Leadership (EWL) Program selects highly talented women for a seven-week virtual program that sets them up for continued success and engagement with the company. We select 10 cohorts a year, each containing 12 people, and use assessments, coaching sessions, debriefs and feedback to help them with everything from how to realize strengths, learn from role models and maximize relationships, to leading with authenticity, improving networking skills and exploring their power base.

LeadHERship focuses on women working in Technology roles, where only 25 percent of employees are women. This is another program that offers both group and individual leadership development using online coaching, exercises, assessment and network and community building events, to cover ten key leadership topics. Based around the idea of "success and sanity", LeadHERship offers both personal and professional development for high-potential women leaders. In 2014, 80 people completed the program, with 50 currently lined up for 2015.

Generate: Community challenges develop leadership skills

In 2014, our Generate initiative continued to help us develop future leaders, while making a positive difference to some of India's most vulnerable people. Working with NGOs to support community partners, Generate gives high-potential Thomson Reuters employees a life-changing opportunity to have a meaningful impact on the lives of people living in poverty in Mumbai.

Generate is a four-month program where small groups across the world work together to create a plan to have such an impact. The program includes a week to assess the situation in Mumbai first hand, and to meet community partners, before working together "virtually" on their strategy. Participants tackle a wide range of issues, including educating underprivileged children, improving the prospects of former sex workers, and addressing equality for those with disabilities. It continues to prove its worth, not only as a great development program to provide our employees with experience of solving real business problems, and a wider perspective on life, but helping future leaders become more rounded and socially responsible individuals.

Health and Wellbeing

Your Wellbeing – the opportunity to make all our lives healthier

Your Wellbeing is a new initiative which started in 2014. It brings together under one umbrella existing employee health and wellbeing programs, and a host of new ideas and projects. It's a structured approach to supporting the Thomson Reuters culture with a healthy, positive environment where everyone can thrive. Essentially it's about encouraging employees to be aware of their health, and providing the tools, information and opportunities to help people make changes that will improve their wellbeing.

Our employees' wellbeing is the key to their health and success – it's how our employees bring their best to their work. In fact, it's how we all bring our best as a company and encourage both personal and business success

The current global approach to Your Wellbeing is to take our success stories from company sites all around the world, and introduce these new ideas elsewhere, as appropriate. The global Your Wellbeing team manages programming from the center, while local efforts are spearheaded and supported by volunteers known as Wellbeing Champions, and an informative Your Wellbeing community on the Thomson Reuters intranet, The Hub, offers regular conversations and information about wellbeing. There are currently 338 Wellbeing Champions covering 33 countries, roughly half in the Americas and a quarter in both EMEA and Asia Pacific. This is just the beginning, and over time we expect to expand our global programs and activity.

The five building blocks of Your Wellbeing

Your Wellbeing has five building blocks, with the Your Wellbeing team and Wellbeing Champions tailoring programs and resources to global and local country needs. Offerings vary by country:

1. **Be Aware** – knowing your health status is the first step to improving it, so programs include screenings, assessments and education.
2. **Take Care** – helping people manage their health through experts, health resources and coaching.
3. **Build Resilience** – programs to help manage stress, emotions, dependencies and life balance.
4. **Stay Active** – participation in physical activity through teams, events, classes and clubs.
5. **Eat Wisely** – on-site food options, nutrition and weight management campaigns and programs.

It's early days for Your Wellbeing, but through the Wellbeing Champions' efforts, things are certainly gathering momentum locally. One example of how we're progressing and testing many advanced programs is in the US, with telephone, online and onsite health coaching through our medical plan partner, telemedicine (remote access to a healthcare provider), and an Advance Medical (second opinion program), offering guidance for those employees with a significant need. In February 2015, we opened a new onsite Your Wellbeing Health Center in our largest global campus, Eagan, Minnesota, offering employees and contractors easy access to convenient, private and affordable quality medical care. The Health Center will have a full suite of quality and evidence-based healthcare services, including physical exams, disease management, physical therapy, health coaching, limited pharmacy and more.

> *"wellbeing is the key to their health and success – it's how our employees bring their best to their work"*



Global Corporate Challenge (GCC)

The GCC is an international organization that aims to transform cultures at the world's leading companies, and improve the health and performance of their employees. In teams of seven, employees track their daily physical activity on a wearable device, whether running, walking, dancing, cycling, shopping or playing with their kids in the park, with the goal of achieving 10,000 steps a day.

When announced earlier this year, 50 teams signed up in an hour, and eventually had 493 teams in 23 countries. Over the 100-day challenge, our teams walked 1.52 million miles - or over 61 times round the world. For the 3,451 Thomson Reuters employees involved, that's an average of 12,895 steps or 5.13 miles a day – burning nearly 155 million calories. Before the program, 40 percent of the participating employees took less than 5,000 steps a day. Program results showed that 76 percent averaged at least 10,000 steps a day, so through the program, our employees became more active.

Employee Assistance Program

Thomson Reuters offers free and confidential Employee Assistance Programs (EAPs) in many countries, where professionals such as lawyers, therapists, counselors and financial experts, are available to employees and their benefit-eligible dependents. EAPs have evolved in recent years from being for legal and financial advice, into platforms offering help and guidance on a variety of issues that affect our wellbeing – such as drug and alcohol addiction, stress, grief, family challenges and psychological difficulties. Third-party EAP providers are now offering quite detailed wellness services. We intend to expand our EAP services by offering some of their tools, like biometric tests and health assessments, globally.

Safety and Security

Safe, secure – and resilient

Of all the many themes and initiatives which fall within the scope of the term responsible business, perhaps a company's ultimate responsibility is the safety and security of its people. At Thomson Reuters, that's the task of Global Security, whose mission also includes protecting the firm's reputation, facilities and assets.

The security team's efforts in recent years have been to move security provision from a traditional, reactive style – "guards, cards and cameras", and investigating when something goes wrong–to a proactive enterprise risk-management style. That is, an approach where through quality intelligence and accurate analysis, they anticipate what may go wrong, and put preventative measures and advice in place. Connecting business leaders with timely intelligence will result in safer workspaces and provide for more informed decision making.

This enterprise risk-management model encompasses the broader provision of travel security, crisis management and emergency planning. The ultimate aim is to build complete business resilience and a safe culture, working in conjunction with all other departments whose work involves risk management, so whatever the eventuality, Thomson Reuters can continue to provide services to its customers, and protect its people.

"Connecting business leaders with timely intelligence will result in safer workspaces and provide for more informed decision making"





Global Security's main day-to-day activities include:

- **Protecting our people** – understanding the risks associated with events and travel, and ensuring people know what to do, whether an incident is mild (e.g. lost passport), immediate (lack of insulin) or significant (earthquake)
- **Creating a secure workplace** – ensuring fire protection, securing the workplace from disaster or violence, and ensuring tested health and safety procedures

Security in action – safeguarding women in India

Several horrifying stories have brought violence against women in India to the world's attention. But Abhilash Sinha, our Security lead in India, knew from his police background that he could take some practical steps to reducing the risks for our female colleagues in India.

In 2013, Abhilash took it upon himself to start a training and awareness program, offering workshops at our office locations in six Indian cities. These provided skills on how to avoid becoming a victim, improving situational awareness, and the immediate steps to take if threatened or attacked – as well as how to organize company transport, or escorts for unaccompanied travelers.

The sessions have been well-received, and are interactive, with many of the participants sharing their own experiences. During 2014, the number of women who have taken part passed the 1,000 mark. Abhilash is now working to help security teams from other companies who'd like to run similar programs. Today our company is safer and more informed. Abhilash's initiative is a great example of the new Security enterprise risk service model in action.

"Sessions have been well-received, and are interactive, with many of the participants sharing their own experiences"





“Encouraging sustainable growth through our products, services and business relationships”

Our Markets

We believe our products and services can have a positive impact on the world around us. Similarly, through our relationships and strategic partnerships, we can encourage responsible business practices that enable sustainable business growth.

As a leading provider of information for customers in finance, legal, business, government and academia, we enrich and enhance our customers’ decision-making capabilities. But many of our products and services also help our customers identify the opportunities and reduce the risks presented by the countless sustainability challenges they face, such as carbon reduction or scarcity of resources. Through these products and services we can help our customers transform lives and communities. By building strategic partnerships with our customers, in line with our business goals and corporate values, we also promote responsible business practice.

Over the following pages we feature some of the services and initiatives that are helping Thomson Reuters and our customers create sustainable value.

Key highlights

- Thomson Reuters Sustainability site announces a partnership with the United Nations to report on key global trends in sustainability
- “The World in 2025” report launches, with predictions of extensive changes to come through innovation and technology
- India CR Index launched to measure environmental, social and governance data across the Indian stock market

Providing vital insight on why sustainability matters



Sustainability is an important and complex topic that affects us all, but the word itself is used in many different contexts for many different purposes. Thomson Reuters external Sustainability site – at sustainability.thomsonreuters.com – aims to bring some clarity to what "sustainability" means, and some practical value to the site's users, by aiding and encouraging their sustainability initiatives.

It does this by:

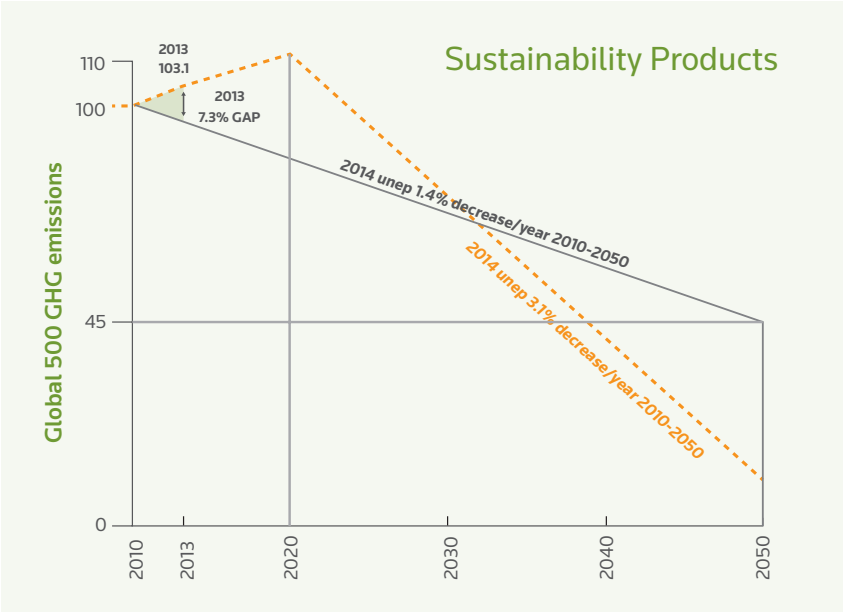
- Curating daily news stories on how organizations balance short-term and long-term risks related to environmental, social and governance (ESG) issues
- Authoring and soliciting thought leadership pieces, giving examples of how people are applying sustainability principles in their work
- Providing data and insight from our experts and analytics spanning a wide range of issues ranging from the climate, to energy, health, law and corporate governance

"Our Sustainability site gives Thomson Reuters a voice on these important issues," says Tim Nixon, the site's Managing Editor. "It demonstrates our shared values with key customers who consider sustainability a priority, and it's part of our own sustainability effort related to promoting best practices globally."

Another important aspect is the formal partnership[6] with the United Nations Environment Programme (UNEP), which shares key pieces of thought leadership content. The site aims to become a global center for such thought leadership, a place where people come to find out more about the topic and issues it covers. For that reason, the site upholds some fairly exacting editorial standards, and the relationship with the United Nations (UN) helps maintain this quality. The Thomson Reuters Sustainability site's growing status has been reinforced during 2014 not just by its strong traffic figures, but also by an increasing number of invitations and initiatives, such as:

- Publishing an original report on the greenhouse gas emission trends for the world's 500 largest companies, bringing new transparency to the role they play (see summary below)
- Participation in the first ever UN Environment Assembly in Nairobi, where our Managing Editor was invited to attend and interview delegates
- The invitation to attend and cover a UNEP workshop at Cambridge University covering economic perspectives on ecosystem management
- Hosting a New York summit for customers on sustainability in the supply chain
- The upcoming launch of a series of webinars on emerging regulation of ESG corporate performance, in partnership with key thought leaders such as KPMG

Read the latest thought leadership at sustainability.thomsonreuters.com.



Corporate greenhouse gas emissions rising rather than falling

The world's top 500 companies are emitting more greenhouse gas, according to Thomson Reuters latest survey on the matter, the *Global 500 Greenhouse Gases Performance 2010-2013: 2014 Report on Trends*[7]. Greenhouse gas emissions from the Global 500 increased 3.1 percent during the study period, rather than the 4.2 percent they should have reduced by to meet the standards outlined in the 2014 UNEP Emissions Gap Report. The Global 500 companies are responsible for more than one tenth of the entire world's greenhouse gas emissions.

6 www.unep.org/NEWSCENTRE/default.aspx?DocumentID=2787&ArticleID=10826
7 thomsonreuters.com/corporate/pdf/global-500-greenhouse-gases-performance-trends-2010-2013.pdf

ASSET4 ESG data[8] – helping investment professionals evaluate company performance

Today, issues such as environmental risk, health & safety and executive remuneration are becoming as important as traditional financial analysis when evaluating corporate performance. An ever-increasing number of investors and corporations recognize that how a company performs in ESG matters can have a direct effect on its overall long-term performance and risk profile.

With our ASSET4 ESG data, Thomson Reuters provides access to in-depth, objective, quantitative and qualitative analysis of 5,000 publicly listed companies around the world. Our expert analysts collect ESG data from publicly available information sources such as annual reports, CR and sustainability reports and stock exchange filings, and process it manually into standardized data points. In fact, over 500 data points and over 200 key performance indicators are structured into 18 categories within four "pillars" - economic, environmental, social and corporate governance. This produces a best-in-class, fully automated rating system, benchmarked with the complete spectrum of companies we cover.

The resulting ASSET4 ESG rating helps investors determine the most sustainable companies as part of their investment process. It is used for stock selection strategies, and a way of minimizing risk in a portfolio, and is increasingly used by investors to engage with company boards about their ESG performance. We have a growing number of educational establishments requesting and using ESG data, as there is a strong interest from "millennials" in companies who manage their ESG performance well.

The data also powers our own Thomson Reuters Corporate Responsibility Indices and is integrated into Thomson Reuters Eikon, our flagship market analytics and trading software platform.



India CR Index – enabling ESG investment in India

In 2014 we expanded our commitment to sustainable investing by launching a new Corporate Responsibility Index (CRI) to measure the Indian stock market .

The CRI India 50 ESG Index utilizes the capabilities of our ASSET4 ESG rating system to help asset managers attract investments to Indian companies and measure the performance of portfolios that adhere to ESG principles.[9]

Thomson Reuters own ASSET4 ESG rating

The ASSET4 ESG rating of Thomson Reuters was A+ for 2012, but it decreased to an A over the course of calendar year 2013 as more peers became included in our benchmark. However, based on our 2013 data (publicly released in mid-2014), we are now back up to a rating of A+. Compared to 2012, we made incremental improvements across three pillars – governance, environmental and economic. In governance, the biggest improvement was for the compensation policy category, while our water reduction initiatives helped the improvement in the environmental pillar. Our full ESG rating can be found on page 42.

"Our Sustainability site gives Thomson Reuters a voice on these important issues"

8 thomsonreuters.com/corporate-responsibility-indices/
9 thomsonreuters.com/en/press-releases/2014/thomson-reuters-launches-investable-corporate-social-responsibility-index-to-measure-indian-stock-market.html





Cochlear

Helping people to hear and be heard

For nearly four decades, Cochlear Limited has been a global leader in implantable hearing solutions. The company is committed to providing its 350,000 customers with the best possible hearing – now and for the rest of their lives. To keep this promise, Cochlear must make a sustainable return on its research and development investment. To do this, the company partners with Thomson Reuters to protect and exploit its intellectual property.

Thomson Reuters has enabled Cochlear to meet a number of challenges with collecting and analyzing data, sharing insights between departments and evaluating new markets and opportunities. In particular, it has helped the company with:

- automation of patent monitoring and analysis
- enhancements to cross-functional collaboration and streamlining of workflow
- improved insights into potential new markets and partners

Thomson Reuters is a trusted Cochlear partner, providing in-depth information, intuitive technology and strategic guidance, from competitive and gap analysis to research and analytics for emerging markets.

The World in 2025

Using our insight to predict the future

The IP & Science business of Thomson Reuters released an innovative new thought leadership report in 2014 called "The World in 2025". The report used our extensive scientific literature and patent data to make predictions about how innovation and technology will affect our lives in the coming decade.

The ten predictions cover a range of areas in which technology will make the future brighter. These include:

- The decline of dementia
- Solar power becoming the world's largest source of energy
- Type 1 diabetes becomes preventable
- Food shortages and price fluctuations are eliminated
- The electric vehicles take to the air
- Digital technology expands even further – encompassing everything... everywhere
- Use of petroleum products in packaging ends
- Cancer treatments improve to provide few toxic side effects
- Widespread use of DNA mapping at birth helps manage disease risk
- Teleportation is tested – at the quantum level

The full report is available at sciencewatch.com/tags/2025.

Davos 2014

Helping to reshape the world

Thomson Reuters sent a strong and wide-ranging team to represent the company at Davos in January.

The annual World Economic Forum (WEF) in the Swiss Alpine resort of Davos is a platform for key global players from business, politics and academia to discuss pressing issues. The theme for the 2014 conference was: "Reshaping the world", with events focused on how profound political, economic, social and technological forces are transforming our lives, communities and institutions.

Thomson Reuters representatives included Chief Executive, Jim Smith, who serves on the Board of the WEF's Partnering Against Corruption Initiative, and who spoke on a panel discussing the links between transparency, anti-corruption and economic growth. Other Thomson Reuters senior leaders present included David Craig, President, Financial & Risk; Monique Villa, CEO, Thomson Reuters Foundation; Brian Peccarelli, President, Tax and Accounting; and Mark Rodrigues, Managing Director, Strategic Customers and Solutions.

Reuters also provided comprehensive news coverage of the event, while Reuters Video News also provided live and packaged content for more than 600 television stations worldwide.



Pulitzer Prize

Reporting on human rights abuses leads to Pulitzer – and helps free 900 people from traffickers

In 2014, Reuters won its first ever Pulitzer Prize for text-based reporting. The 2014 Pulitzer Prize in International Reporting recognized the dedication of a team of Reuters reporters who spent two years investigating human-rights abuses in Myanmar.

Awarding the prize, the Pulitzer committee recognized the team for "their courageous reports on the violent persecution of the Rohingya, a Muslim minority in Myanmar that, in efforts to flee the country, often falls victim to predatory human-trafficking networks."

By bringing the abuses to global attention, the team helped to free more than 900 people from trafficking rings. Reuters teams were also finalists in the Investigative Reporting and Breaking News Photography sections.

Cyberbullying

Fighting back against the cyberbullies

Thomson Reuters this year released a major white paper[10] designed to help teachers, police, parents and pupils to combat cyberbullying. The paper - "Fighting Cyberbullying in Schools: What Law Enforcement, Schools, and Parents Can Do" – draws on leading law enforcement professionals, a judge and a county attorney, to help police, school resource officers and security officials better understand, investigate and confront cyberbullying.

Cyberbullying has increasingly been the subject of national news and is often cited as a key factor in student suicides and deadly school shootings. It is estimated that more than 3.2 million students are victims of bullying each year. Every day, nearly 160,000 children miss school because they are scared of being bullied. In conjunction with the white paper, Thomson Reuters FindLaw commissioned a survey that showed nearly one in twelve parents report that their child has been a victim of cyberbullying[11].

Among the solutions outlined in the white paper is CLEAR, a next generation investigative suite from Thomson Reuters. CLEAR, in combination with other traditional investigative methods, can help law enforcement, school resource officers and others identify and locate people engaged in cyberbullying, research social media activity and find potential connections to other perpetrators and victims.

Thomson Reuters Eikon

Eikon in the classroom gives students real-time trading experience

Thomson Reuters Eikon, our flagship desktop for financial services professionals is proving its worth not only on the trading floor but also in the classroom. John Foreman, Professor at the Tulane Energy Institute in Tulane University/Freeman School of Business, uses Eikon data to give his students invaluable experience of real-world trading. He calls the simulation "trade for a grade" – and students compete with each other to improve or potentially harm their final grades depending on trading performance. Professor Foreman has also taken to YouTube[12] to demonstrate Eikon in action as an educational tool.

Eikon's award-winning news, analytics and data visualization tools help its users make more efficient trading and investment decisions across asset classes and instruments including commodities, derivatives, equities, fixed income and foreign exchange.

Green Decisions Made Easier

Report on energy-related property tax incentives

Knowing about each US state's unique tax laws is the first step to being able to benefit from energy-related tax breaks related to property. Thomson Reuters new ONESOURCE Property Tax overview and software suite provides just that for businesses in a number of states, including California, Colorado, Texas, and Washington DC. It's ideal for businesses managing property tax compliance or looking to invest in energy-related property.

10 legalsolutions.thomsonreuters.com/bullying
11 thomsonreuters.com/press-releases/022014/findlaw_cyberbullying_survey
12 youtube.com/watch?v=_06jlytdCxs



“Supporting a more sustainable world through our knowledge and actions”

Our World

Supporting the communities in which we live and work is fundamental to our business. So too, is reducing our impact on the environment through sustainable business practices.

Operating in more than 100 countries, our success depends on the quality of the relationships we have with the communities we serve. Both our values and Trust Principles underline our commitment to being a responsible corporate citizen. Supporting the communities in which we work also encourages our people to develop their workplace skills in different settings.

The concept of creating shared value for our customers, employees and the communities we work in includes respecting and protecting the environment. Additionally, through our products and services, we connect the world to thought leadership on climate change and sustainability. And as we endeavor to do the right things in our own business, we expect our suppliers to share our commitments and adhere to similar ethical standards.

Key highlights

- The Community Champion Awards provided 43 charitable organizations from around the globe with grants ranging from US $500 to US $10,000
- Employee participation in innovation challenge to protect cat species in partnership with Zoological Society London
- Continued improvement in our Carbon Disclosure Project score, achieving 97 percent in 2014

Another successful year

In 2014, we continued to upgrade our My Community tool – our global tool for all our community programs – by offering a year-round payroll giving option for employees in many countries, which led to more people donating through our Matching Gifts program. For the fourth consecutive year we saw an increase in the number of volunteer hours logged by employees. This is thanks to continued support from senior management, as well as a re-branding of our employee-led Global Volunteer Network and increased understanding of the programs available.

Volunteering efforts on the rise

Following 2013's large increase in logged volunteer hours, we set an ambitious target to reach 95,000 volunteer hours in 2014. To help communicate this goal, we re-branded the Global Volunteer Network, offering each location US $1,000 to use toward local volunteer events. In addition, we increased our presence on our intranet site, The Hub, to communicate this goal to employees throughout the year. We continued to offer all regular employees two paid days (16 hours) off each year to volunteer. In 2014, our employees logged 95,000 volunteer hours, or 11,875 days of volunteer time.

Turning volunteer time into cash

We know our employees are passionate about helping charitable organizations in the communities where they live and work. To further recognize our employees' enthusiasm for volunteering, we offer the Dollars for Doers program. This allows employees to turn their volunteer time into a US $500 or US $1,000 grant for their charitable organizations. In 2014, employees submitted US $390,500 in Dollars for Doers requests reflecting 15,620 volunteer hours.



"In 2014, our employees logged 95,000 volunteer hours."

Doubling our employees' impact

To make a greater impact in the communities where we live and work, we offer the Matching Gifts and Payroll Giving programs. Through the matching gifts program, employees can double their donations of US $50 or more, up to a limit of US $1,000, to registered charitable organizations. In 2014, the payroll giving option was available year-round for employees in various countries. Through payroll giving, employees can have a minimum of US $3.00 taken directly from their paychecks, and once they reach the minimum of US $50, they can submit a matching gifts request. Due to its popularity, we saw an increase in the matching gifts program this year, resulting in donations of US $1,904,226.

A unique green effort

For our second global green photography competition, The World in Pictures, we partnered with the Zoological Society of London (ZSL). Through the competition, we hoped to raise awareness of the importance of preserving the local, national and global environments where we live and work. For every photo submitted, we donated US $10 to ZSL. Winning photos included a puffin catching sand eels in Wales, a city landscape in Iceland, salt-making in the Philippines, a flower wall in Spain and a misty backdrop in Gdynia, Poland.

Moving in Movember

Employees and businesses from around the world took part in our second campaign for Movember, with the Thomson Reuters Movember network consisting of 294 members in 30 teams in 11 countries.

We encouraged employees to submit photos and video for the "Best Mo" and "Movember video" competitions. To strengthen the health aspect of Movember, we worked with our Wellbeing team to support "Moving in Movember" where we encouraged employees to walk a mile a day during November. Between our executive sponsors, teams and employees, we surpassed our goal by raising over US $104,000 for men's health. Movember continues to be successful due to its universal themes of health and awareness.

Increasing our presence in Asia

In November, we launched our first Asia Pacific Corporate Responsibility week to help strengthen our volunteering efforts in that region. Throughout the week, employees volunteered their time at numerous charitable organizations in their communities. In **Beijing** a charity sale was held to benefit special-needs artists from the World of Art Brut Culture, a charity committed to educating and improving the quality of life of people with disabilities through art. Employees in **Hong Kong** hosted a special outing for underprivileged children to Lamma Island. In **Manila**, employees held a book donation drive for a local library. Employees in **Singapore** partnered with various charitable organizations including Red Pencil, The Singapore Committee for United Nations Women and The Chain Reaction Project. In **Australia**, employees volunteered their time as gardeners to help beautify The William Charlton Village.

Using our Jumbotrons for good

For several years, Thomson Reuters has offered free ad space to non-profit organizations on the large Jumbotron screens at our Times Square and Canary Wharf locations. In December, we showcased the "Best in Show" and "Judges Choice" winning photos from The World in Pictures competition, featuring the logo of our charity partner, the Zoological Society of London. In 2014, we donated advertising space for numerous charitable organizations including Make-A-Wish Foundation, The Royal British Legion, Giving Tuesday and Autism Speaks.

Celebrating our colleagues

This year marked the thirteenth Community Champion Awards, our flagship program celebrating our employees' philanthropic interests and volunteering. We received outstanding applications covering issues ranging from hunger and poverty to education and human rights, from over 200 employees in 28 countries. Our panel of judges narrowed down the winners to 43 charitable organizations. These organizations shared US $100,000, with the top two charities receiving US $10,000 each. Since the launch of this program, Thomson Reuters has donated over US $1 million to charities across the world.



Supporting in kind

In addition to monetary support through our My Community tool, we also offer in-kind support to charitable organizations. In 2014 we provided over US $795,000 in-kind support through donations such as educational books, advertising space on our large Jumbotron screens in major cities like London and New York, and by offering office space for events. At the end of 2014, we were able to offer our office space to fulfill a New Year's Eve wish for a terminally ill teenager from the Make-A-Wish Foundation.

A Community Champion Awards Winner

Annalisa Contrafatto, Research Analyst, Lawrence House in Cape Town

Annalisa Contrafatto has worked closely with Lawrence House, part of the Scalabrini Centre of Cape Town, for many years, primarily helping them with fundraising. Lawrence House serves as a place of safety and care for abandoned and orphaned refugee children and unaccompanied minors. Since 2012, Annalisa has focused on helping the organization find the resources it needs, by sending requests for economic assistance and by collecting donations. One creative way she has helped is by installing a collection box for toiletries at the Thomson Reuters office in Cape Town. Winning this award provides Lawrence House with the continued opportunity to improve the health, physical, emotional and mental wellbeing of children in South Africa.

A Community Champion Awards Winner

Anne Corvoisier, Managing Editor, Regulatory Intelligence, Coup de Pouce Humanitaire

Anne Corvoisier volunteered her time to help build a hospital in Kananga (Democratic Republic of the Congo, DRC) through Coup de Pouce Humanitaire. The organization offers assistance by running missions to ensure the success of projects in developing countries such as the DRC. Anne spent approximately two weeks building a laboratory area for biological and microbiological examinations for the hospital. The new hospital will support the development of healthcare services for the local population, as well as provide jobs for nurses, doctors, pharmacists and other professionals, therefore helping the local economy. The award grant will help Coup de Pouce Humanitaire fund more projects in developing countries.



THOMSON REUTERS FOUNDATION

Thomson Reuters Foundation

The Thomson Reuters Foundation stands for free independent journalism, human rights, women's empowerment and the rule of law. Leveraging the skills, values and expertise of Thomson Reuters, the Foundation plays a leading role in the global fight against human trafficking and runs a number of programs and initiatives that trigger change and empower people globally: free legal assistance, media development, and in-depth coverage of the world's underreported stories. For more information, visit www.trust.org.

Responsible action in India – by law

From April 2014, by law, every company in India operating above a certain size - and Thomson Reuters has three entities captured in the new rule - will need to spend at least two percent of its average net profit on CR and social investment activities. (The profit figure to be spent is worked out from the prior three years' trading, and the size specifications are based on net worth, turnover or profit).

The qualifying activities for fulfilling this obligation include an extensive and broad range of social, economic, ecological and cultural themes including those to do with education, health and welfare with firms then giving preference to the geographic areas they operate in. At Thomson Reuters, board members from each entity will form a CR Committee who will oversee the planning of where we will focus our spending, and publish our Policy for India. We hope to be able to report back in 12 months on our chosen commitments and the progress that we have been able to make in this area.

Global Volunteer Network

The Global Volunteer Network (GVN) is made up of teams of individuals who serve as ambassadors for corporate responsibility at their Thomson Reuters location, volunteering in the many communities in which we operate around the world. In a continued effort to showcase our commitment to volunteering in these areas, we refreshed our communication of the GVN.

In 2014, we ensured all volunteer groups use the name Global Volunteer Network, to create some consistency and a sense of shared purpose for these groups across the globe. In addition, we provided a US $1,000 grant to each GVN location, helping our employees make a larger impact through their volunteering efforts.





Volunteering stories from across the globe

Americas

Employees in **Eagan**, **Minnesota**, volunteered their time to aid children in the local community and abroad. Colleagues worked with their local YMCA to help build bikes for 100 school-aged children. And over 400 employees helped pack 108,864 meals for children in Haiti at a successful Feed My Starving Children packing event. These meals will feed approximately 300 children for one full year.

Fifteen employees from **St. Louis**, **Missouri**, each used one of their paid volunteer days working with their local Habitat for Humanity organization. Employees hammered nails, framed closets, and worked on floors and walls to help re-model a small home. Their efforts contributed a combined 120 hours to our volunteer hours goal.

Our **Valhalla**, **New York**, office volunteered to help the environment, with employees participating in a clean-up of the Saw Mill River. Teams were dispersed to different locations along the river to help with cleaning tasks, which included removing trash and cutting away brush and poison ivy.

Asia-Pacific

Our colleagues in **Beijing**, **China** continued their commitment to volunteering this year. Through their charity sale and the matching gifts program for the World of Art Brut Culture, they raised US $1,500 to support artists with special needs.. Employees also collected book bags, school supplies, books and clothing for children in need, as well as visiting senior citizens at a local nursing home.

The annual Community Service Program in **India** is a local volunteer initiative that enables employees to participate in team-based community volunteering activities with NGO partners. In 2014, over 2,000 employees across India took part in over 230 projects with 23 NGO partners, volunteering over 9,000 hours in activities such as mentoring, environmental sustainability, health awareness and building homes. Aside from volunteering, a variety of programs are hosted to allow employees to participate in bettering their communities. These include blood, clothing and eWaste donation drives, and NGO market days.

World Hunger is one of the four focus areas for the Global Volunteer Networks. Our colleagues in **Singapore** challenged themselves to volunteer a minimum of 20 hours each for the Willing Hearts Soup Kitchen. Thanks to their efforts, they raised US $16,500 for the organization through the Dollars for Doers program. These employees also received a US $1,000 grant for Willing Hearts through the Community Champion Awards program.

EMEA

For many years, colleagues in our **London**, **UK**, office have run a very successful toy appeal campaign over the festive period. Employees can either donate money or new toys to help benefit disadvantaged school children in the city, or they can volunteer their time to collect funds and sort any donated toys. This year the appeal collected over 400 toys.

We have many employees that volunteer or raise money for health related organizations. Through their impressive fundraising efforts, **Thomson Reuters Elite** have raised nearly US $40,000 for Macmillan Cancer Support. These funds helped pay for a Macmillan nurse to care for people undergoing cancer treatments.

Colleagues in our **Dubai** office saw the need to help laborers in their community. The original goal was to provide an iftar (evening meal) for the laborers. Due to their successful fundraising, they collected over US $5,800 to provide two evening meals for over 2,000 laborers in two different labor camps.

For our employees in **Gdynia**, **Poland**, volunteering activities this year included organizing collections for local animal shelters, participating in dog walking days, raising funds for a children's hospice, collecting over 100 pairs of eyeglasses for a global foundation and collecting toys for children in need.

Helping students with Apps for Good

Thomson Reuters has continued its role as a strategic partner with digital education charity Apps for Good. Apps for Good links technology and media employees with students aged 10-18, to help develop apps that deal with real-life and social issues. This year at the annual Apps for Good Awards, we both sponsored and helped mentor the design of six different apps, two of which were winners. The I'm Okay app was designed to help lesbian, gay, bisexual, transgender or questioning (LGBTQ) youth obtain answers they may have about their sexuality. The ShoreCast app helps people find places to surf. Both apps will be built with volunteer support and made available to the public for download on Google Play and the Apple App Store.

Helping preserve endangered wildlife

For the first time ever, we ran one of our Innovation Challenges on behalf of a third party. Among its many goals, the Spotted Cat Challenge aimed to solve a tricky problem for our non-profit partner, Zoological Society of London (ZSL). It also served to raise awareness of their work, as well as donations, and created volunteering opportunities for Thomson Reuters employees.

The problem was this: remote cameras triggered by motion are now an inexpensive tool to track animals, learn about their habitats and sometimes discover new species. ZSL's field researchers are especially interested in spotted cats, particularly cheetahs, to understand where these critically endangered species are and in what numbers. But the cats appear in fewer than one percent of the thousands of images gathered. As every image needs painstaking examination by the human eye to determine if it contains a spotted cat, it's a prohibitively time-consuming process.

We wanted to use our colleagues' collective brain power to find an automated solution. We spread the message through our intranet challenge page, where Thomson Reuters agreed to donate US $1 to ZSL for every like, or picture of employees' cats sent to our Cats in Solidarity social media campaign. We soon reached our US $2,500 goal – money ZSL will invest in much-needed camera traps for their Tanzanian project.

Just as importantly, we struck a chord with hundreds of bright minds from all corners of our organization, who could use their annual two-day volunteering allowance to work on the project. Between them, they submitted 11 impressive solutions to the challenge, some with working computer code, and varying in their focus on speed or quality of search. This was an amazing response, given the technicality and complexity of the problem.

Five solutions were shortlisted for the judges' final decision. The winner, declared by the panel of ZSL and Thomson Reuters experts, was Eagan Research Engineer Tom Vacek who developed an algorithm that checks image patches for layouts consistent with a spotted cat. Tom's solution is being made accessible to ZSL researchers and they hope to have it in the field later this year.

Reducing our environmental impact around the world

Lower carbon emissions and improved performance

With over 500 locations in more than 100 countries, our potential impact on the planet is significant. However, we understand the importance of our responsibilities to the environment worldwide, which is why we want to lead the way, not only as good global citizens, but also by exceeding compliance standards everywhere we operate. We've worked hard over the past few years to make a positive difference to the way we reduce our environmental impacts and how we monitor our progress, and in 2014 we made great strides once again. We believe that by continually striving to become more efficient and improve performance we're doing our bit to safeguard the planet for future generations, and improving our business as a whole.

Over the past 12 months we have increased the number of environmental projects and sustainability programs aimed at cutting greenhouse gases and reducing our carbon footprint. These include focus on our supply chain, consolidating our real estate footprint, improved waste management, cutting back on water consumption and electronic waste, and improving air quality.

We also continue to commission non-profit organizations the Carbon Disclosure Project and Forum for the Future to help us set targets, keep track of progress, and identify where we can still improve.

We had a published goal to reduce our carbon footprint by one percent a year between 2011 and 2015, and we've met that target. In fact, we've exceeded it consistently and we've reduced it two percent a year over the past four years. We achieved this through a wide range of sustainability programs.

> *"we struck a chord with hundreds of bright minds from all corners of our organization"*

Carbon emissions continue to fall

In 2014 our overall emissions totaled 488,000 metric tons – down from 522,000 metric tons in 2013. We will continue to submit our results to the Carbon Disclosure Project to help us continue to crack down on total emissions in the future.

Carbon Disclosure Project

Alongside our work with Forum for the Future, we continue to volunteer detailed information on our emissions performance to major non-profit CDP. CDP, or Carbon Disclosure Project, scores us on both disclosure and performance to give a complete overview of our emissions policy. After scoring 65 percent in 2010 we worked hard to steadily increase our score, reaching 98 percent in 2014. But even though we have vastly improved and are near the top in both our disclosure and performance, we know there is still scope for improvement and we are constantly tweaking our sustainability programs to make this happen.

Flexible working bringing huge benefits

Fewer people in the office means less energy used in commuting, and fewer emissions, which is why we're open to flexible working policies. So far around ten percent of all our work worldwide is now done remotely. It's a figure we'd like to increase in the future. Likewise the "Our Work Place" program is reducing carbon emission too. Through our pilot program in our Times Square office, it offers employees a more flexible way of working therefore reducing the workspace needed and placing a greater emphasis on a "hoteling system", so workers use any space available instead of having a set desk area.

Big changes in our supply chain

Our supply chain created an estimated 900,000 metric tons of carbon last year. When you consider our operations themselves only produce 500,000, it's clear we can do better. Our company-wide supplier rationalization efforts will help bring us in line with internationally recognized emissions factors covered by the Department for Environment, Food and Rural Affairs in the UK, the US Environmental Protection Agency and the Carbon Trust. Not only is the responsible business practice of supplier rationalization essential to optimizing our operations, it will also have a positive effect on our carbon footprint.

Cutting down on travel – that's our business

In the past four years we've more than doubled our video conferencing units across the company to 430. This means fewer flights, fewer car journeys and less time spent on trains, not only for our employees but our customers too. We fully expect to see a greater positive impact on reducing our emissions as we implement even more video conferencing in the future.



Safer and more efficient commuting

In India we offer employees free transport to and from work, as it's safer and more economical for them. Work shift and staffing arrangements are currently reducing the total carbon emitted from this transportation service.

Less power on the ground

We have a huge number of data centers and cover a large real estate footprint worldwide, all using up power and creating carbon emissions. Currently we occupy somewhere in the region of 13 million square feet. But that's changing. We have a plan in place that runs until 2020 that will see a drastic reduction in the amount of office space and power we use. By installing more efficient hardware in our data centers we're aiming to cut the footprint significantly, and by continuing our program of consistent significant reduction in floor space over the past few years, we expect to see great results beyond 2015. We're implementing even more initiatives to burn less power through upgrading to more energy efficient lighting that uses less power than regular lamps. And we're also introducing software and sensors that save power and reduce the energy needed to light, heat and cool our buildings.



More effective shipping

We estimate that around 98 percent of all the information we send both internally and externally is done electronically. But the remaining two percent still accounts for the use of a significant amount of resources. We're currently looking into ways to improve the efficiency of moving this "solid" information using better shipping methods to further reduce our carbon footprint.

Electronic waste taken care of

An area we continue to make good progress in is reducing electronic waste. This is thanks to our comprehensive global eWaste program, which encourages everyone to ensure proper handling and disposal of electronic equipment in every IT services department and data center around the world. With some 53,000 computers in use at any one time, it's vital we dispose of redundant machines safely and in an environmentally responsible way, while protecting the sensitive data they store. Another way we are tackling electronic waste is by replacing old machines with far more energy efficient new ones. This consistent global strategy exceeds the recommendations of both the US Environmental Protection Agency and the EU's Waste Electrical and Electronic Equipment directive. To help us do this, during 2013 and 2014, we have reduced our eWaste handlers from over 100 to just two.

Improved water usage management

We're also tackling our water usage. In 2014 we still used in excess of 200 million gallons of water worldwide, so we're in the process of implementing a range of employee and engineering initiatives to bring this total down over the coming months. We already have rain-water run-off collection, irrigation system timers, rain sensors and reduced-flow valves at many sites, but we are looking to increase this number in 2015.

Working with others

Supply Chain Ethical Code

Whether working with customers or suppliers, we are guided by a clear set of principles based on our corporate values. In every business decision and transaction, we try to do the right thing – and we expect our suppliers to share this commitment.

Requiring suppliers to commit to our Supply Chain Ethical Code[13] (SCEC) is central to our mitigating the reputational, operational and regulatory risks that would arise from our involvement with business partners whose ethical standards are inconsistent with ours. The SCEC is incorporated into our supplier contract and purchase order processes, which helps ensure its broad use. But perhaps the most important initiative for increasing the use of the SCEC is our Business Partner Engagement Program.

Business Partner Engagement Program

The Business Partner Engagement Program is an automated third-party risk management process that supports our Supply Chain Ethical Code. We use the term "business partner" for any individual or entity, other than customers and employees, who we work with in our day-to-day business. We previously engaged tens of thousands of business partners through manual processes that varied from partner to partner and country to country. The Business Partner Engagement Program is a mandatory program that moves us to a more efficient, effective and transparent global screening, on-boarding and monitoring process. This means more rigorous initial checking, including consideration of the business partner's adherence to the Supply Chain Ethical Code, and using Thomson Reuters risk management solutions.

Supplier rationalization

One of the benefits of the Business Partner Engagement Program, beyond efficiency, effectiveness, transparency and risk management, is that it helps our ongoing efforts to rationalize our supplier base. For Thomson Reuters, the value of concentrating our spend with fewer approved suppliers is often lower costs, higher quality, greater efficiency and more consistent services. Another valuable by-product of this effort will be a reduction of the carbon footprint attributed to our supply chain.

"In every business decision and transaction, we try to do the right thing"



13 thomsonreuters.com/en/about-us/corporate-responsibility/marketplace/supply-chain-ethical-code.html

Data

Employees	2014	2013	2012	2011
Total Employees	53,000	57,800	59,400	60,500
Gender Male | Female %	58% | 42%	58% | 42%	58% | 42%	58% | 42%

Headcount By Region	2014	2013	2012	2011
Americas	25,400	27,000	27,600	28,500
Europe, Middle East and Africa	11,500	12,400	12,100	12,300
Asia	16,100	18,400	19,700	19,700
Community	**2014**	**2013**	**2012**	**2011**
Volunteering Hours	95,000	91,326	35,661	20,675
Matching Gifts (US $)	1,904,226	1,512,257	1,365,727	1,395,284
Dollars for Doers (US $ | Employees)	390,500 | 480	434,500 | 521	235,500 | 280	159,000 | 318

Environment

	2014 Ton(nes)**	%**	2013 Ton(nes)	%	2012 Ton(nes)	%	2011 Ton(nes)	%
Total CO2 emissions	482,998	100	487,877	100	496,316	100	508,562	100
Scope 1	23,184	4.8	23,789	4.9	19,824	4	19,824	3.9
Scope 2	406,201	84.1	414,816	85	429,660	86.6	437,498	86
Scope 3	53,613	11.1	49,272	10.1	46,832	9.4	51,240	10.1
Emissions per US $ million	38.3	n/a	38.4	n/a	36	n/a	36.9	n/a
Emissions per 1,000 square feet	36.6	n/a	35.4	n/a	35.5	n/a	36.3	n/a

Scope 2

CO2 Emissions – By Region	2014 Ton(nes)**	Kwh**	2013 Ton(nes)	Kwh	2012 Ton(nes)	Kwh	2011 Ton(nes)	Kwh
Americas	274,395	424,441	277,167	428,728	291,860	447,225	301,569	459,111
UKI	64,587	130,414	65,239	131,731	65,608	132,488	67,101	132,798
CEMA	7,725	49,647	7,803	50,148	7,045	49,590	7,073	50,376
Asia Pacific	63,961	99,604	64,607	100,610	65,148	101,630	61,755	97,125
Totals	**410,668**	**704,106**	**418,666**	**712,260**	**429,661**	**730,933**	**437,498**	**739,410**

Business Travel*	2014**	2013	2012	2011
Air: Miles Flown	202,115,240	177,294,070	170,634,027	196,976,982
CO2 Emissions (KG)	36,582,859	32,090,227	30,884,759	35,660,994
Rail: Miles Travelled	2,280,693	2,000,599	1,588,031	2,444,871
CO2 Emissions (KG)	248,594	218,065	173,095	266,591
Total Miles Travelled	204,395,933	179,294,669	172,222,058	199,421,853
Total CO2 Emissions (KG)	36,831,453	32,308,292	31,057,854	25,927,585

* Travel as booked through business approved agents

** Estimated, not verified

Our ESG Performance

Scores are calculated based on performance indicators with a range from between A+ and D- (where 91.6% to 100% = A+, and 0% to 8.3% = D-)

	2013*	2012	2011	2010
Overall Company Score	A+	A	B+	B
Corporate Governance				
Overall Score	A-	B+	B+	B
Board of Directors/Board Functions	A-	A-	A-	B+
Board of Directors/Board Structure	A	A	A-	A
Board of Directors/Compensation Policy	B+	C	A-	C+
Integration/Vision and Strategy	A	A	A	B
Environment				
Overall Score	B+	B+	B-	C
Emission Reduction	A-	A-	B	C-
Product Innovation	C+	B	C-	D+
Resource Reduction	A-	B-	B	B
Social				
Overall score	A	A	B+	B
Customer/Product Responsibility	B-	C	C	C-
Society/Community	A+	A+	A+	B+
Society/Human Rights	A-	A	C+	C+
Workforce/Diversity and Opportunity	A+	A+	A-	B+
Workforce/Employment Quality	C+	A	B-	B
Workforce/Health & Safety	A	A	B+	B
Workforce/Training and Development	A-	B	A	A-

* Current score available at time of publication



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