

# GRI Index

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

Disclosure	Indicator	Profile	Reference	
<b>General – Organizational Profile</b>	102-1	Name of the organization	London Stock Exchange Group plc	Annual Report 2020, page 202
	102-2	Activities, brands, products, and services	We describe our business model, the components of our Group and how they link together, and how we add value. We also show an overview by business for our services, their associated customers	Annual Report 2020, pages 7–13
	102-3	Location of headquarters	10 Paternoster Square, London, EC4M 7LS	Annual Report 2020, page 202
	102-4	Location of operations	LSEG is now truly global with a significant presence in North America, Europe, Asia and emerging markets, operating in 70 countries,	Annual Report 2020, page 5
	102-5	Ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106)	Annual Report 2020, page 202
	102-6	Markets served	The markets we serve, revenue distribution by business and geographic area, as well as customer profiles are included in our Annual Report	Annual Report 2020, pages 7–13 and 157–158
	102-7	Scale of the organization	Financial information (including revenues and assets and liabilities) is provided in the Annual Report. The number of employees is also provided in the Sustainability Report.	Annual Report 2020 pages 135–138 Sustainability Report 2020, page 49
	102-8	Information on employees and other workers	We provide an overview of employee statistics in our Sustainability Report including breakdowns of information by region, contract type, gender, organizational level and age group. We also include details on how data have been collected and verified.	Sustainability Report 2020, pages 1 and 49
	102-9	Supply chain	An overview of our supply chain and of the way in which we collaborate with our suppliers is contained in our 2020 Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website.	2020 Modern Slavery Act Statement and Supplier Code of Conduct: <a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
	102-10	Significant changes to the organization and its supply chain	We provide a financial review and a list of substantial shareholders	Annual Report 2020, pages 42–53 and 201
	102-11	Precautionary Principle or approach	Given the nature of our product portfolio, we deem this aspect not material	
	102-12	External initiatives	We are signatories of the following initiatives: letter of support for the recommendation from the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD); Valuable 500 initiative, Sunday times open letter, BITC race at work charter, WFE, GRI, UN SSE and SASB. FTSE Russell partnered with the UN to provide data and analysis that enables the quality of ESG disclosure across exchange and collaborates with The Transition Pathway Initiative (TPI). A number of other initiatives are listed in our Sustainability report.	Sustainability Report 2020, pages 29, 30, 39, 51–61
	102-13	Membership of associations	We are a member of: the Green Finance Task Force; the Green Finance Institute; the Technical Expert Group on sustainable finance (TEG); the FC4S Network; a number of investor ESG collaborative bodies and initiatives including the UN backed PRI, UK SIF, US SIF, Euro SIF, ICGN, Japan SIF and RIAA.	Sustainability Report 2020, pages 39 and 51–61

# GRI Index

Disclosure	Indicator	Profile	Reference	
<b>General – Strategy</b>	102–14	Statement from senior decision-maker	A message from our CEO, David Schwimmer, is included in the Sustainability Report and Annual Report	Annual Report 2020, pages 4–7 Sustainability Report 2020, page 2–3
	102–15	Key impacts, risks, and opportunities	An overview of key impacts and opportunities is described in the Sustainability Report, where our Impact Framework is described. In terms of ESG risks, we are working to further integrate these considerations into our enterprise risk management framework and progress on this is described in our Annual Report.	Annual Report 2020, page 39 Sustainability Report 2020, pages 36 and 50
<b>General – Ethics and Integrity</b>	102–16	Values, principles, standards, and norms of behavior	The values and the principles to which we adhere in carrying out our activities are clearly stated in the governance section of our Sustainability Report. The Code of Conduct, then, further explains the ethical framework that we expect our employees to operate in.	Sustainability Report 2020, page 26 <a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
<b>General – Governance</b>	102–18	Governance structure	An overview of our sustainability governance is presented in our Sustainability Report; further explanation is provided in our Group Sustainability Policy	Sustainability report 2020, page 35 <a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
	102–19	Delegating authority	A diagram on sustainability governance is provided in the Sustainability Report	Sustainability report 2020, page 35
	102–20	Executive-level responsibility for economic, environmental, and social topics	This information is presented in our published Group Sustainability Policy	<a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
	102–21	Consulting stakeholders on economic, environmental, and social topics	We discuss some of our sustainability related stakeholder engagement in our Sustainability report	Sustainability report 2020, page 39
	102–22	Composition of the highest governance body and its committees	The Board structure and changes are reported in the Annual Report	Annual Report 2020, pages 73–75
	102–23	Chair of the highest governance body	The Chairman of the Group is independent on appointment	Annual Report 2020, page 73
	102–24	Nominating and selecting the highest governance body	We include the Report of the Nomination Committee in the Annual Report	Annual Report 2020, pages 88–90
	102–25	Conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed	Annual Report 2020, page 82
	102–32	Highest governance body's role in sustainability reporting	The Board reviews and approves the Sustainability Report	<a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
	102–35	Remuneration policies	A full summary of compensation and remuneration within the Group can be found in the Directors' Report on Remuneration in our Annual Report	Annual Report 2020, pages 98–119
	102–36	Process for determining remuneration		
	102–37	Stakeholders' involvement in remuneration		
	102–38	Annual total compensation ratio		
102–39	Percentage increase in annual total compensation ratio			

# GRI Index

Disclosure	Indicator	Profile	Reference	
<b>General – Stakeholder Engagement</b>	102–40	List of stakeholder groups	The list of our key stakeholders is provided in our published Code of Conduct. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement	Annual Report 2020, pages 70–71 LSEG Code of Conduct, pages 4–6 <a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
	102–41	Collective bargaining agreements	We report the percentage of employees covered by collective bargaining agreements	Sustainability Report 2020, page 49
	102–42	Identifying and selecting stakeholders	Stakeholder engagement is mainly project and product-based. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement	Annual Report 2020, pages 70–71
	102–43	Approach to stakeholder engagement	Stakeholder engagement is mainly project and product based however, the way in which we involve with different stakeholder groups depends on their specific characteristics. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement	Annual Report 2020, pages 70–71
	102–44	Key topics and concerns raised	Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement.	Annual Report 2020, pages 70–71
<b>General – Reporting Practice</b>	102–45	Entities included in the consolidated financial statements	A list of the Group's subsidiaries as at 31 December 2020 is included in the 'Notes to the financial statements' On 29 January 2021, the all share acquisition of Refinitiv was completed. A list of the Combined Group's subsidiaries will be provided in the 2021 Annual Report.	Annual Report 2020, pages 190–197
	102–46	Defining report content and topic Boundaries	Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators; internally, initiatives are evaluated on their relevance to six impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported.	Sustainability Report 2020, page 9
	102–47	List of material topics	On the basis of our materiality assessment six impact areas are considered as material to LSEG, they are listed and described in our Sustainability Report.	Sustainability Report 2020, page 9
	102–48	Restatements of information	Restatements of our 2018 and 2019 GHG emissions took place during 2020. details of this can be found in our Sustainability Report	Sustainability Report 2020, page 47-48
	102–49	Changes in reporting	Details of our changes to GHG reporting can be found in our Sustainability Report	Sustainability Report 2020, page 47-48
	102–50	Reporting period	We report on Calendar Year 2020 basis for both the Annual Report and Sustainability Report	
	102–51	Date of most recent report	31-Dec-19	
	102–52	Reporting cycle	We report annually	
102–53	Contact point for questions regarding the report	Contact details are provided in our Sustainability Report	Sustainability Report 2020, page 1	

# GRI Index

Disclosure	Indicator	Profile	Reference	
<b>General – Reporting Practice</b>	102–54	Claims of reporting in accordance with the GRI Standards	This report references the following GRI Standard:  GRI 102 General Disclosure, 2016 GRI 103 Management Approach, 2016 GRI 201: Economic Performance, 2016 GRI 205: Anti-Corruption, 2016 GRI 302: Energy, 2016 GRI 303: Water and Effluents, 2018 GRI 305: Emissions, 2016 GRI 306: Effluents and Waste, 2016 GRI 401: Employment, 2016 GRI 403: Occupational Health and Safety, 2018 GRI 404: Training and Education, 2016 GRI 405: Diversity and Equal Opportunity, 2016 GRI 406: Non discrimination, 2016 GRI 408: Child Labor, 2016 GRI 409: Forced or Compulsory Labor, 2016 GRI 415: Public Policy, 2016	
	102–55	GRI content index	The present GRI content index has been prepared in accordance with the disclosure requirements.	
	102–56	External assurance	Our Annual Report 2020 was subject to both internal and external verification. Our Sustainability Report 2020 was submitted to an internal verification process. Environmental data was externally verified	Sustainability Report 2020, page 1
<b>Management Approach</b>	103–1	Explanation of the material topic and its Boundary	Prior to reporting, all initiatives and activities from across the year are assessed for their materiality within our strategic framework. Items are cross-referenced using both internal and external evaluators; internally, initiatives are evaluated on their relevance to six impact areas and externally against the UN Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) materiality definitions. If the item is deemed to be material against this framework, it is reported.	Sustainability Report 2020, page 9
	103–2	The management approach and its components	For each material topic, we provide an overview of our management approach, including commitments, actions and initiatives, in our Sustainability Report.	Sustainability Report 2020, pages 13–33
<b>Economic Performance</b>	201–1	Direct economic value generated and distributed	Our financial review is set out in the Annual Report. Our community investments are summarised in the Sustainability Report	Annual Report 2020, pages 42–53 Sustainability Report 2020, pages 33–34
	201–2	Financial implications and other risks and opportunities due to climate change	Being aware of climate-related financial risks and opportunities, we have made good progress in identifying and begging to quantify this during 2020, in June 2017 LSEG signed a statement of support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Details on LSEG's alignment to TCFD recommendations are reported in our Annual Report and our Annual Report.	Annual Report 2020, pages 66–67 Sustainability Report 2020, pages 36 and 50 and 56–57
	201–3	Defined benefit plan obligations and other retirement plans	The Group operates defined benefit and defined contribution pension schemes.	Annual Report 2020, pages 169–172

# GRI Index

Disclosure	Indicator	Profile	Reference	
<b>Anti-corruption</b>	205-1	Operations assessed for risks related to corruption	The Group continues to maintain systems and controls to mitigate compliance risk.	Annual Report 2020, page 63 Sustainability Report 2020, pages 37-38
	205-2	Communication and training about anti-corruption policies and procedures	In compliance with the UK Bribery Act, we make clear the specific responsibilities of all of our employees and business partners and we require all our employees, partners, agents, suppliers and customers to comply with the regulation. Accordingly, there have been no breaches of this policy material to LSEG in 2020.	Annual Report 2020, page 63 Sustainability Report 2020, pages 37-38
	205-3	Confirmed incidents of corruption and actions taken	No staff was disciplined or dismissed due to non-compliance with anti-corruption policies in 2020.	Sustainability Report 2020, page 54
<b>Anti-corruption</b>	205-1	Operations assessed for risks related to corruption	The Group continues to maintain systems and controls to mitigate compliance risk.	Annual Report 2020, page 63 Sustainability Report 2020, pages 37-38
	205-2	Communication and training about anti-corruption policies and procedures	In compliance with the UK Bribery Act, we make clear the specific responsibilities of all of our employees and business partners and we require all our employees, partners, agents, suppliers and customers to comply with the regulation. Accordingly, there have been no breaches of this policy material to LSEG in 2020.	Annual Report 2020, page 63 Sustainability Report 2020, pages 37-38
	205-3	Confirmed incidents of corruption and actions taken	No staff was disciplined or dismissed due to non-compliance with anti-corruption policies in 2020.	Sustainability Report 2020, page 54
<b>Environmental Category – Energy</b>	302-1	Energy consumption within the organization	We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013	Sustainability Report 2020, pages 22-24 and 24-48
	302-3	Energy intensity	We include this in the Environment section of the Sustainability Report	Sustainability Report 2020, pages 22-24 and 24-48
	302-4	Reduction of energy consumption	We include this in the Environment section of the Sustainability Report	Sustainability Report 2020, pages 22-24 and 24-48
<b>Environmental Category – Water and Effluents</b>	303-5	Water consumption	We include this in the Environment section of our Sustainability Report	Sustainability Report 2020, pages 22-24 and 24-48
<b>Environmental Category – Emissions</b>	305-1	Direct (Scope 1) GHG emissions	We include this in the Environment section of the Sustainability Report	Sustainability Report 2020, pages 22-24 and 24-48
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-6	Reduction of GHG emissions		
<b>Environmental Category – Effluents and Waste</b>	306-2	Waste by type and disposal method	We include this in the Environment section of the Sustainability Report, under 'Waste'	Sustainability Report 2020, page 46
<b>Labour Practices and Decent Work Category – Employment</b>	401-1	New employee hires and employee turnover	We report three year time series of comparable data of employee-based indicators	Sustainability Report 2020, page 31
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer a number of rewards, and career opportunities and development for employees	Sustainability Report 2020, pages 26-32

# GRI Index

Disclosure	Indicator	Profile	Reference	
<b>Labour Practices and Decent Work Category – Occupational Health and Safety</b>	403–1	Occupational health and safety management system	In compliance with local legal requirements, a health and safety management system is implemented at the Group level. An update on H&S policy and systems improvements is presented in the Sustainability Report.	Sustainability Report 2020, page 31
	403–3	Occupational health services	LSEG is committed to high standards of health and safety management. Updates on how the Group ensures the quality of H&S services are presented in our Sustainability Report.	Sustainability Report 2020, page 31
	403–4	Worker participation, consultation, and communication on occupational health and safety	LSEG workforce is represented in formal joint management-worker health and safety committees.	Sustainability Report 2020, page 31
	403–6	Promotion of worker health	We have implemented a broad wellbeing programme for our employees, spanning across five different areas: financial, mental, physical, social purpose, and work-life balance.	Sustainability Report 2020, page 32
	403–9	Work-related injuries	We include this information in the Social Performance section of our Sustainability Report.	Sustainability Report 2020, page 49
<b>Labour Practices and Decent Work Category – Training and Education</b>	404–3	Percentage of employees receiving regular performance and career development reviews	We report three year time series of comparable data on training and education	Sustainability Report 2020, page 49
<b>Labour Practices and Decent Work Category – Diversity and Equal Opportunities</b>	405–1	Diversity of governance bodies and employees	We include initiatives on diversity and inclusion, and report three-year time series of comparable data on diversity and equal opportunity	Sustainability Report 2020, pages 30–31 and 49
<b>Human Rights Category – Non discrimination</b>	406–1	Incidents of discrimination and corrective actions taken	We report three year time series of comparable data on non-discrimination	Sustainability Report 2020, page 49
<b>Human Rights Category – Child Labour</b>	408–1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, gives also an overview of due diligence process.	<a href="https://lseg.com/investor-relations/sustainability">lseg.com/investor-relations/sustainability</a>
<b>Human Rights Category – Forced or Compulsory Labour</b>	409–1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		
<b>Society Category – Public Policy</b>	415–1	Political contributions	We report three year time series of political contributions	Sustainability Report 2020, page 54