

London Stock Exchange Group plc (“LSEG”)

Board Diversity Policy

Purpose and scope

The LSEG Board diversity policy (the “Policy”) sets out the approach to diversity, inclusion and equal opportunity in respect of the LSEG Board of Directors (the “Board”). The Policy applies to the Board only but sits alongside other LSEG equity, diversity and inclusion policies and the Code of Conduct. The Board has provided input into and supported a number of workstreams committed to creating a culture of openness, inclusion and equal opportunity and building a workplace that embraces diversity of every kind.

Board diversity

The Board believes that diversity, inclusion and equal opportunity makes us more dynamic, fosters innovation and boosts performance. The Board seeks to maintain a diverse board, which embraces all forms of diversity and reflects a wide range of skills and business experience, drawn from a number of industries. This is critical for bringing both the expertise required and different perspectives to Board discussions. The Board will then benefit from a diverse range of competencies, perspectives and thoughts, so that it can challenge management on strategic issues and create a dynamic environment for decision making.

Board appointment process and succession planning

The Nomination Committee is responsible for keeping under review the structure, size and composition of the Board and its Committees, to ensure critical skills and experience are regularly refreshed. In carrying out its review, the Committee will take account of recent and likely future Board changes, Board expertise (including future expertise needed for the Group), diversity and tenure.

Appointments to the Board and succession plans are subject to formal, rigorous and transparent procedures based on merit and objective criteria. Other than the appointment covered under the agreement with Microsoft Corporation¹, the Board uses external search consultancies to assist in such appointments. These firms are required to provide a diverse list of candidates. In particular, the Board’s succession and appointment approach aims to produce shortlists for new appointments that are balanced (in terms of gender and ethnicity).

The Nomination Committee also assists with the development of a pipeline of high-potential and high-performing candidates with diverse backgrounds in senior management roles, to ensure that the Group builds a strong pipeline of diverse talent for the future. This objective is underpinned by a range of policies and activities within the Group under the Equity, Diversity and Inclusion framework, to help create a culture that fosters belonging, builds a diverse leadership team and encourages the progression of underrepresented talent.

¹ Agreement entered into between the Company and Microsoft Corporation dated 12 December 2022.

In making appointments and forming succession plans, the Board will not discriminate on the basis of any diversity criteria, including:

- Age;
- Disability;
- Gender identity or expression;
- Marital or parental status;
- Race, including colour, ethnicity, nationality, country of origin, or cultural background;
- Religion or belief; and
- Sex or sexual orientation;

as well as other forms of diversity.

Commitment

The Board supports and seeks to adhere to the Financial Conduct Authority's current targets on Board diversity, which build on the recommendations of the FTSE Women Leaders Review on female representation and the recommendations of the Parker Review on ethnic diversity.

The Board therefore aims to maintain a minimum of 40% female representation on the Board; to have a woman in at least one of the roles of Chair, Chief Executive Officer, Chief Financial Officer or Senior Independent Director; and at least one Director from an ethnic minority background.

The Board recognises that there may be periods of change in Board composition when this diversity is temporarily, not met. However, the Board's long-term objective is to maintain this balance as a minimum.

Review and reporting

The Nomination Committee and/or Board will review this Policy annually, and report on progress against the Policy in the Company's Annual Report and Accounts.

Approved by the Board on 4 December 2024.



LSEG