

Measuring our sustainability performance





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See our companion Sustainability Report



Other reports and documents

- Other documents should be referenced alongside this Group Annual Sustainability Databook which include:
- [LSEG Annual Sustainability Report 2024](#)
 - [LSEG Annual Report 2024](#)
 - [Modern Slavery Statement 2024](#)
 - [Sustainability-related policies, statements and reporting frameworks](#)



Click on this icon throughout this report to read more online.

Document purpose

This report contains data relating to LSEG's sustainability performance for use by interested stakeholders, and includes information relevant to our material sustainability issues. This report should be referenced alongside LSEG's Annual Sustainability Report 2024.

Scope and reporting boundaries

The data presented relates to the whole Group where we have operational control as per the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and the UK Government Environmental Reporting Guidelines. This data currently excludes Tradeweb, however we are undertaking a review of our organisational reporting boundary and may change the scope of the report in future, subject to the findings of the review.

Principles of reporting

In preparing this report we have sought to ensure that the reported data accurately reflects our 2024 sustainability performance. Unless specified otherwise in the endnotes, all data is from the period 1 January 2024 to 31 December 2024. In line with standard industry practice some sustainability data is estimated where real data is unavailable. Where this is the case, it has been explained in the endnotes. Explanations for material fluctuations (+/- 10% from previous year) have also been explained in the endnotes.



Sustainable finance and investment

Products and solutions

	Unit	2024	2023
Capital markets			
Issuers with Green Economy Mark	Number	99	110
Market capitalisation of Green Economy Mark issuers	GBP	168.0bn	159.8bn
Green Economy Mark share of total equity market capitalisation listed on the London Stock Exchange	Percentage	3.7%	3.3%
Capital raised on Sustainable Bond Market	GBP	56.6bn	68.5bn
Green Bond	GBP	29.2bn	44.0bn
Sustainability Bond	GBP	19.2bn	15.7bn
Social Bond	GBP	6.7bn	2.9bn
Transition Bond	GBP	0.0bn	0.0bn
Issuer-Level Classification	GBP	1.1bn	4.2bn
Self-Certified	GBP	0.3bn	1.7bn
Sustainable Bond Market issuers	Number	55	48
Issuances on Sustainable Bond Market	Number	143	123
Sustainable Bond Market issuance as a share of total debt issuance on the London Stock Exchange	Percentage	7.4%	11.0%
Total Sustainable Bond Market issuance on the London Stock Exchange since inception	GBP	299.8bn	243.2bn
Issuers across the Green Economy Mark, Sustainable Bond Market and the Voluntary Carbon Market	Number	235	236
Indices			
FTSE Russell ESG indices	Number	132	121
Passive AUM tracking FTSE Russell Sustainable indices	USD	290.2bn	261.7bn
Passive AUM tracking FTSE Russell ESG Index Series	USD	212.3bn	211.2bn
Passive AUM tracking FTSE Russell Climate Index Series	USD	77.9bn	50.5bn
Data			
Public and private companies covered by LSEG ESG data	Number	16,000	16,000
Global market capitalisation covered by LSEG ESG data	Percentage	90%	90%



Environment

Emissions

	Unit	2024	2023	% Change vs 2023
Total Group carbon footprint (tCO ₂ e)	Metric tonnes	430,398	813,611	-47%
Total Group carbon footprint (tCO ₂ e) per metre squared	Metric tonnes	2	3.5	-48%
Total Group carbon footprint (tCO ₂ e) per £m of total revenue	Metric tonnes	60	110	-45%
Total Group carbon footprint (tCO ₂ e) per headcount (HC)	Metric tonnes	17	32	-46%
Scope 1 emissions	Metric tonnes	1,736	913	90%
Scope 2 market-based emissions	Metric tonnes	331	286	16%
Scope 2 location-based emissions	Metric tonnes	73,888	72,923	1%
Renewable electricity inclusive of Energy Attribute Certificates (EACs)	Percentage	99.7%	100%	0%
Renewable electricity (inclusive of EACs)	Kilowatt hours	173,363,265	–	–
Renewable energy consumption	Kilowatt hours	173,403,542	–	–
Scope 3 emissions	Metric tonnes	428,330	812,411	-47%
Purchased goods and services	Metric tonnes	338,759	746,271	-55%
Capital goods	Metric tonnes	10,600	–	–
Fuel and energy-related activities (FERA)	Metric tonnes	5,280	2,350	125%
Waste	Metric tonnes	5,157	2,618	97%
Water	Metric tonnes	54	66	-19%
Business travel	Metric tonnes	30,016	39,832	-25%
Colleague commuting	Metric tonnes	4,774	16,844	-72%
Home working	Metric tonnes	2,570	4,349	-41%
Upstream leased assets	Metric tonnes	29,789	82	36,433%
Investments	Metric tonnes	1,332	–	–
Biogenic CO ₂	Metric tonnes	0.10	–	–
Exclusions (market-based)	Metric tonnes	N/A	N/A	N/A
Exclusions (location-based)	Metric tonnes	N/A	N/A	N/A

Environment – UK

Total tCO ₂ e	Metric tonnes	2,834	799	255%
Per HC	Metric tonnes	1	0.17	279%
Scope 2 electricity	Kilowatt hours	49,778,191	50,566,809	-2%
Scope 3 electricity	Kilowatt hours	6,667,731	–	–
Scope 1 natural gas	Kilowatt hours	335,117	1,056,730	-68%
LPG	Metric tonnes	0	0	0%
Diesel	Litres	13,026	7,117	83%
Biodiesel	Kilowatt hours	40,277	–	–
Fugitives	Kilograms	113.2	0	113%
Waste	Metric tonnes	1,320	1,623	-19%
Water	Cubic metres	35,010	54,568	-36%



Environment continued

Emissions

	Unit	2024	2023	% Change vs 2023
Environment – EMEA				
Total tCO ₂ e	Metric tonnes	851	722	18%
Per HC	Metric tonnes	0	0	0%
Scope 2 electricity	Kilowatt hours	4,451,780	4,743,836	-6%
Scope 3 electricity	Kilowatt hours	10,040,045	–	–
Scope 1 natural gas	Kilowatt hours	133,567	751,392	-82%
LPG	Metric tonnes	0	–	–
Diesel	Litres	0	–	–
Fugitives	Kilograms	69.4	–	–
Waste	Metric tonnes	744	1,217	-39%
Water	Cubic metres	25,641	70,547	-64%
Environment – Americas				
Total tCO ₂ e	Metric tonnes	16,118	1,059	1,422%
Per HC	Metric tonnes	7	0	1,806%
Scope 2 electricity	Kilowatt hours	85,100,523	66,992,978	27%
Scope 3 electricity	Kilowatt hours	22,733,124	–	–
Scope 1 natural gas	Kilowatt hours	1,693,826	1,679,687	1%
LPG	Metric tonnes	0	0	0%
Diesel	Litres	23,927	119,770	-80%
Fugitives	Kilograms	93	0	93%
Waste	Metric tonnes	992	939	6%
Water	Cubic metres	117,087	96,555	21%
Environment – APAC				
Total tCO ₂ e	Metric tonnes	19,761	3,653	441%
Per HC	Metric tonnes	1	0.25	429%
Scope 2 electricity	Kilowatt hours	33,799,456	35,857,692	-6%
Scope 3 electricity	Kilowatt hours	19,666,569	–	–
Scope 1 natural gas	Kilowatt hours	243,284	–	–
LPG	Metric tonnes	10	8	23%
Diesel	Litres	111,010	85,122	30%
Fugitives	Kilograms	265.7	–	–
Waste	Metric tonnes	4,382	4,029	9%
Water	Cubic metres	150,260	157,722	-5%



Environment continued

Waste

	Unit	2024	2023	% Change vs 2023
Waste incinerated with energy recovery	Metric tonnes	109	70	55%
Waste incinerated without energy recovery	Metric tonnes	0	0	0%
Waste otherwise disposed	Metric tonnes	7,290	7,748	-6%
Waste with unknown disposal method	Metric tonnes	40	–	–
Hazardous waste produced	Metric tonnes	0	0	0%
Waste recycled	Percentage	53%	62%	15%
Water intensity per HC	Cubic metres	13.01	9	48%
Waste intensity per £m of total revenue	Metric tonnes	0.72	–	–
Waste intensity per HC	Metric tonnes	0.20	–	–

Climate targets

	Unit	2024	2023	2019 baseline emissions
Scope 1 GHG emissions	Metric tonnes	1,736	913	2,163
Absolute reduction in Scope 1 GHG emissions from 2019 baseline	Percentage	-20%	-58%	2,163
Scope 2 market-based GHG emissions	Metric tonnes	331	286	10,189
Absolute reduction in Scope 2 market-based GHG emissions from 2019 baseline	Percentage	-97%	-97%	10,189
Scope 1 and 2 market-based GHG emissions	Metric tonnes	2,067	1,199	12,352
Absolute reduction in Scope 1 and 2 market-based GHG emissions from 2019 baseline	Percentage	-83%	-90%	12,253
Scope 3 FERA, business travel, and colleague commuting emissions	Metric tonnes	40,070	59,026	79,166
Absolute reduction in Scope 3 FERA, business travel and colleague commuting emissions from 2019 baseline	Percentage	-49%	-25%	79,166
Scope 1 and 2 market-based GHG emissions and Scope 3 emissions reduction from FERA, business travel and colleague commuting from 2019 baseline	Metric tonnes	42,137	60,225	91,518
Absolute reduction in Scope 1 and 2 market-based GHG emissions and Scope 3 emissions reduction from FERA, business travel and colleague commuting from 2019 baseline	Percentage	-54%	-34%	91,518
Emissions from purchased goods and services covered by science-based targets by 2026	Metric tonnes	172,604	328,359	564,107
Emissions from purchased goods and services covered by science-based targets by 2026	Percentage	51%	44%	564,107



People

Workforce composition

	Unit	2024	2023
Employee status			
Total employees	Number	26,279	25,708
Full-time employees	Percentage	99%	99%
Part-time employees	Percentage	1%	1%
Age			
Employee age: under 30	Percentage	31%	31%
Employee age: 30–50	Percentage	59%	59%
Employee age: over 50	Percentage	10%	10%
Region			
EMEA	Percentage	32%	32%
APAC	Percentage	57%	56%
Americas	Percentage	11%	12%
Turnover and mobility			
Total employee turnover rate	Percentage	13.5%	–
Voluntary employee turnover	Percentage	8.3%	9%
Proportion of workforce to receive promotion	Percentage	14%	11%
Open positions filled by internal candidates	Percentage	42%	36%
Open positions filled by internal underrepresented ethnic groups	Percentage	36%	31%
Open positions filled by internal women	Percentage	45%	46%
Open positions filled by external candidates	Percentage	58%	–
Open positions filled by external women	Percentage	44%	42%
Open positions filled by external underrepresented ethnic groups	Percentage	47%	41%
New external employee hires	Number	4,007	–
Total hires by management level			
ExCo and Group Leaders	Percentage	0.2%	–
Managers, Directors and Group Directors	Percentage	21.9%	–
Associates and Senior Associates	Percentage	77.9%	–
Total hires by age group			
Under 30	Percentage	56%	–
30–50	Percentage	41%	–
Over 50	Percentage	3%	–



People continued

Workforce composition continued

	Unit	2024	2023
Engagement			
Colleagues responding to annual engagement survey	Percentage	81%	88%
Colleagues' engagement score	Number	74	75

Learning and development

	Unit	2024	2023
Investment			
Training spend	GBP	5.7m	4.9m
Average training spend per employee	GBP	222	189
Learning and development spend as proportion of revenue	Percentage	0.8%	0.6%
Average voluntary training spend per colleague	GBP	202	–

Training

Average training per colleague	Hours	34	21
Average training – women	Hours	35	21
Average training – men	Hours	32	21
Average training – senior leadership	Hours	22	12
Average training – People Leaders	Hours	34	22
Average training – underrepresented ethnic groups	Hours	21	30
Average training – white groups	Hours	19	23
Average voluntary training hours per colleague	Hours	26	–
Average training – age			
Under 30	Hours	38	29
30–50	Hours	32	18
Over 50	Hours	23	16
Colleagues eligible for sustainability training through the Sustainability Unlocked platform	Number	2,000	2,000
Colleagues undertaking EDI training	Percentage	68%	N/A



People continued

Learning and development continued

	Unit	2024	2023
Mandatory training completion rates			
Code of Conduct	Percentage	99.9%	99.8%
Risk management	Percentage	100%	99.8%
Financial sanctions and export controls	Percentage	100%	99.9%
Privacy and data protection	Percentage	100%	99.9%
Financial crime and tax evasion	Percentage	99.9%	99.8%
Information security	Percentage	99.9%	99.8%
UK market abuse regulation	Percentage	100%	99.9%
Development			
Colleagues receiving quarterly performance reviews	Percentage	80.7%	82.9%
Colleagues with personal development plans recorded on new Career Navigator platform	Percentage	4.6%	3.2%

Inclusion

	Unit	2024	2023
Gender			
Women on LSEG plc Board	Number	4	5
Women on LSEG plc Board	Percentage	36%	42%
Men on LSEG plc Board	Number	7	7
Men on LSEG plc Board	Percentage	64%	58%
Women in senior leadership roles (ExCo and Group Leaders)	Number	39	41
Women in senior leadership roles (ExCo and Group Leaders)	Percentage	41%	42%
Men in senior leadership roles (ExCo and Group Leaders)	Number	56	57
Men in senior leadership roles (ExCo and Group Leaders)	Percentage	59%	58%
Women people leaders	Number	1,503	1,488
Women people leaders	Percentage	35%	36%
Men people leaders	Number	2,847	2,672
Men people leaders	Percentage	65%	64%
Women in workforce	Number	11,135	10,928
Women in workforce	Percentage	42%	43%
Men in workforce	Number	15,116	14,680
Men in workforce	Percentage	58%	57%
Women in management positions in revenue-generating functions	Percentage	33%	31%
Men in management positions in revenue-generating functions	Percentage	67%	69%
Women in STEM-related positions	Percentage	32%	33%
Men in STEM-related positions	Percentage	68%	67%



People continued

Inclusion continued

	Unit	2024	2023
Ethnicity			
Underrepresented ethnic groups on LSEG plc Board	Number	1	2
Underrepresented ethnic groups on LSEG plc Board	Percentage	9%	17%
White ethnic groups on LSEG plc Board	Number	10	10
White ethnic groups on LSEG plc Board	Percentage	91%	83%
Underrepresented ethnic groups in senior leadership roles (ExCo and Group Leaders)	Number	15	13
Underrepresented ethnic groups in senior leadership roles (ExCo and Group Leaders)	Percentage	16%	14%
White ethnic groups in senior leadership roles (ExCo and Group Leaders)	Number	61	69
White ethnic groups in senior leadership roles (ExCo and Group Leaders)	Percentage	67%	73%
Underrepresented ethnic groups as people leaders	Number	503	494
Underrepresented ethnic groups as people leaders	Percentage	26%	26%
White ethnic groups as people leaders	Number	1,184	1,201
White ethnic groups as people leaders	Percentage	62%	62%
Underrepresented ethnic groups in workforce	Number	2,214	2,256
Underrepresented ethnic groups in workforce	Percentage	33%	32%
White ethnic groups in workforce	Number	3,752	4,028
White ethnic groups in workforce	Percentage	57%	57%
Ethnicity breakdown by type			
Asian	Percentage	22%	21%
Black or black African American	Percentage	5%	5%
Hispanic or Latino	Percentage	2%	2%
Mixed	Percentage	3%	3%
White	Percentage	57%	57%
Other	Percentage	1%	1%
Not disclosed	Percentage	10%	11%



People continued

Inclusion continued

Disability	Unit	2024	2023
Disabled	Percentage	1%	1%
Not disabled	Percentage	53%	45%
Not disclosed	Percentage	46%	54%
Disability by position			
Senior leadership	Percentage	1%	2%
People leadership	Percentage	2%	2%
Wider workforce	Percentage	1%	1%

Pay equity

	Unit	2024	2023
Chief Executive pay ratio (Method C) 25th percentile	Percentile	85	61
Chief Executive pay ratio (Method C) 50th percentile	Percentile	64	46
Chief Executive pay ratio (Method C) 75th percentile	Percentile	53	34
Raw mean gender pay gap	Percentage	29.0%	29.2%
Identified mean gender pay gap	Percentage	27.6%	28.0%
Non-Identifiable mean gender pay gap	Percentage	1.4%	1.2%
Raw mean ethnicity pay gap	Percentage	14.5%	13.4%
Identified mean ethnicity pay gap	Percentage	14.9%	14.2%
Non-Identifiable mean ethnicity pay gap	Percentage	-0.3%	-0.8%



People continued

UK gender pay gap report

The UK Government requires that organisations with more than 250 employees report their gender pay gap (GPG). The table below shows LSEG's UK statutory disclosures for our four legal entities covered by the regulation for the reporting period 6 April 2023 to 5 April 2024: LSEG Employment Services Limited (LSEG ESL), London Stock Exchange plc (LSE plc), LCH Limited (LCH Ltd) and Refinitiv Limited. Variable pay includes Long-Term Incentive Plan (LTIP) awards, which are used to align senior leadership roles to long-term goals and strategic growth of LSEG.

LSEG Employment Services Limited

	Mean	Median
Gender hourly pay gap	15%	15%
Gender variable pay gap	24%	22%
	Male	Female
% receiving variable pay	93%	92%
	Male	Female
% in each pay quartile		
Upper quartile	68%	32%
Upper mid quartile	76%	24%
Lower mid quartile	63%	37%
Lower quartile	47%	53%
	Male	Female
Headcount	827	494

London Stock Exchange plc

	Mean	Median
Gender hourly pay gap	9%	14%
Gender variable pay gap	-11%	10%
	Male	Female
% receiving variable pay	94%	96%
	Male	Female
% in each pay quartile		
Upper quartile	74%	26%
Upper mid quartile	68%	32%
Lower mid quartile	65%	35%
Lower quartile	53%	47%
	Male	Female
Headcount	296	167

LCH Limited

	Mean	Median
Gender hourly pay gap	13%	16%
Gender variable pay gap	1%	26%
	Male	Female
% receiving variable pay	97%	98%
	Male	Female
% in each pay quartile		
Upper quartile	81%	19%
Upper mid quartile	79%	21%
Lower mid quartile	71%	29%
Lower quartile	59%	41%
	Male	Female
Headcount	372	145

Refinitiv Limited

	Mean	Median
Gender hourly pay gap	9%	9%
Gender variable pay gap	15%	9%
	Male	Female
% receiving variable pay	96%	95%
	Male	Female
% in each pay quartile		
Upper quartile	71%	29%
Upper mid quartile	67%	33%
Lower mid quartile	64%	36%
Lower quartile	55%	45%
	Male	Female
Headcount	1,250	713



People continued

Health, safety and wellbeing

	Unit	2024	2023
Health and safety			
Employee and contractor health and safety incidents involving ill-health, injury and first aid events	Number	27	45
Work-related employee fatalities	Number	0	0
Work-related contractor fatalities	Number	0	0
Safety incidents resulting in enforcement action	Number	0	0
Workplace health and safety assessments undertaken	Number	539	125
Health and safety incidents per region for employees and contractors			
Europe (incl UK)	Number	13	16
Americas	Number	6	21
Asia Pacific	Number	8	8

Wellbeing

Sick days taken by colleagues as proportion of available working days	Percentage	1.6%	1.4%
Colleagues with access to mental health support	Percentage	100%	100%
Colleagues with access to health care coverage	Percentage	100%	100%
Employees participating in all-employee share plans	Percentage	35%	–
Training of colleagues on health and safety	Percentage	99%	–
Colleagues entitled to take family-related leave	Percentage	100%	100%

Human rights

	Unit	2024	2023
Own operations subject to assessment of potential human rights issues in the last three years	Percentage	100%	0%
Colleagues covered by collective bargaining agreements	Percentage	13%	9%
Colleagues covered by collective bargaining agreements on working conditions	Percentage	11%	8%
Colleagues covered by collective bargaining agreements on diversity, discrimination and harassment	Percentage	8%	7%
Colleagues covered by collective bargaining agreements on training and career management	Percentage	7%	7%



People continued

Community

	Unit	2024	2023
Volunteering			
Total volunteer hours	Hours	67,563	54,614
Colleagues volunteering	Percentage	26%	19%
Investment			
Charity partners	Number	134	103
Total grants to charity partners from LSEG Foundation	GBP	4,091,349	3,958,577
Grants to strategic partners	GBP	1,000,000	1,000,000
Grants to regional partners	GBP	1,967,849	1,695,235
Grants to sustainable economy partners	GBP	750,000	800,000
Grants to disaster relief	GBP	270,000	310,000
Grants to other partners	GBP	103,500	153,342
Colleague fundraising matching gifts	GBP	457,181	311,296
Total donations	GBP	4,548,530	4,269,873
Impact			
People supported: vocational training	Number	118,543	9,027
People supported: increase in knowledge and skills	Number	24,964	11,930
People supported: children and disadvantaged people supported with education	Number	96,288	53,529
People with increased educational attainment/attendance	Number	10,053	9,694
Enterprises established by women with LSEG Foundation funding	Number	534	80
People impacted through strategic and regional funding partners	Number	263,695	60,984
Teachers and coaches trained	Number	40,087	5,194
People supported with financial literacy and numeracy	Number	111,099	–
People into employment	Number	1,836	915



Governance

Business conduct

	Unit	2024	2023
Total Speak Up reports	Number	201	153
Speak Up reports related to employment	Number	92	69
Speak Up reports related to integrity	Number	79	70
Speak Up reports related to other matters	Number	17	5
Speak Up reports resulting in dismissal	Number	4	1
Speak Up reports resulting in fines, penalties, and compensation for damages	Number	0	0
Code of Conduct breaches	Number	1	1
Convictions for violation of anti-corruption and anti-bribery laws	Number	0	0
Fines for violation of anti-corruption and anti-bribery laws	GBP	0	0

Data privacy

	Unit	2024	2023
Privacy impact assessments reviewed	Number	1,125	1,624
Privacy rights request responses	Number	2,380	2,139
Data breaches	Number	0	0

Information security

	Unit	2024	2023
Significant market disruptions	Number	0	0
Duration of downtime from significant market disruption	Hours	0	0
Core data centres to have ISO 27001 certification	Percentage	89%	–

Supply chain

	Unit	2024	2023
Companies in LSEG's supply chain at parent company level	Number	4,679	5,170
Suppliers from Europe at parent company level	Percentage	44%	44%
Suppliers from US at parent company level	Percentage	20%	20%
Suppliers from Asia at parent company level	Percentage	27%	28%



Governance continued

Governance other

	Unit	2024	2023
Tax			
US Research and Development tax credits	USD	7.1m	5.5m
UK Research and Development tax credits	GBP	12.4m	11.2m
SASB activity metrics			
Average daily trades executed by product or asset class	Number	1,047,814	–
Average daily trades executed by product or asset class on LSE International Order Book	Number	597,361	–
Average daily trades executed by product or asset class on Turquoise Order Book	Number	450,453	–
Average daily volume traded by product or asset class on LSE International Order Book	GBP	945,703,960	–
Average daily volume traded by product or asset class on Turquoise Order Book	A	160,018,644	–
Board governance			
Nomination Committee members who are significant shareholders (more than 5%)	Percentage	0%	–
Non-executive Board members	Percentage	81%	–
Independent Board members	Percentage	63%	–
Average number of other mandates of LSEG Board members	Number	0.8	–
Average tenure of Board members	Years	4.44	–
Customer			
Data & Analytics ease of doing business score	Percentage	40%	–



Appendix

Group Sustainability Databook basis of preparation

Methodology

LSEG operates a “fixed base year”, which allows the base year to be recalculated as a result of structural changes, or improvements to calculation methodologies. 2019’s (1 January 2019 to 31 December 2019) GHG emissions act as the base year. This is also the base year for LSEG’s Science Based Targets Initiative near-term target.

Limited assurance

All of LSEG’s emissions and climate targets data is subject to Limited Assurance. No other data is subject to Limited Assurance.

Cautionary statement

Due to LSEG’s reporting deadline being very early following the end of the financial year, there is a need to estimate a material portion of data in the fourth quarter. This includes purchased goods and services (PG&S), capital goods and property-related activity data, specifically for energy-related emissions, waste and water. Where data is unavailable, estimates are used leveraging standard benchmarks where possible. For PG&S and capital goods, the estimates are extracted from the fourth quarter of 2023 as this is considered more accurate than extrapolated 2024 data. Property-related data uses 2024 data to produce the estimates. The estimates carry an additional degree of inherent risk and uncertainty and are indicated in the endnotes.

Unlike financial accounting standards, currently there are few industry norms or globally recognised established practices for measuring and evaluating sustainability data. Furthermore, the sustainability data, models and methodologies used are often relatively new, are rapidly evolving and are not of the same standard as those available in the context of other financial information. As a result of these inherent limitations, the data is provided “as is”, although we undertake continual, year-on-year improvement and updates in our sustainability reporting processes and controls.

Management of non-financial reporting inventory

LSEG has complied in full with all non-financial reporting regulation and standards, but where unable to comply in full, LSEG has clearly explained why this is the case. LSEG’s non-financial reporting inventory is managed by the Group Sustainability function, with ultimate responsibility being with the LSEG Board, and the Group Sustainability Committee, chaired by the Chief Risk Officer. These responsibilities include the reporting boundaries applied to non-financial reporting.

The data presented relates to the whole Group where we have operational control as per the GHG Protocol Corporate Accounting and Reporting Standard (revised edition), UK Government Environmental Reporting Guidelines and TCFD disclosures. Tradeweb data however is excluded from all environmental, social and governance data, sustainability targets and Key Performance Indicators, including Streamlined Energy and Carbon Reporting energy and carbon data, as it has not been practical to obtain and integrate Tradeweb data into LSEG’s reporting.

A programme has been established by the Group Sustainability function, with support from the Group Sustainability Committee and Group Finance function, to expand data capture capabilities, particularly around emissions, alongside improving data quality controls and alignment of methodologies. During 2025, we will focus on executing against the programme’s priorities to ensure future TCFD, SECR and GHG protocol disclosures apply to all of LSEG’s reporting inventory.



Endnotes

Section	Notes	Estimates	Timelines
Capital Markets	Bonds issued on the London Stock Exchange may be admitted to the Sustainable Bond Market throughout the life of the bond. Capital raised through initial debt issuances is captured in the year of admission to any London Stock Exchange market, irrespective of when the bond was admitted to the Sustainable Bond Market. Further capital raised through debt issuances is captured in the year of further issuance, irrespective of when the bond was admitted to the Sustainable Bond Market. Note therefore, prior year numbers will change annually. The Self-Certified Sustainable Bond type tag includes Self-Certified Social, Green and Sustainable Bonds that do not have an external review.	No	31/12/24
Indices	ESG AUM data is primarily sourced from client declarations while 10% is from third party vendors.	Yes	30/06/24
Total Group carbon footprint	Total Group carbon footprint is the sum of LSEG's Scope 1, Scope 2 market-based and Scope 3 Category 1, 2, 3, 5, 6, 7, 8, 15 emissions. Total Group carbon footprint decreased by 47% in 2024, relative to 2023. This was partly due to the 2024 greenhouse gas (GHG) emissions recategorisation exercise, through which purchased goods and services saw several spend categories excluded to prevent double counting of GHG emissions. More details of this recategorisation exercise can be found on page 26 of the 2024 Sustainability Report.	Yes	31/12/24
Scope 1 emissions	Scope 1 emissions sources are natural gas, diesel, biodiesel, hydrotreated vegetable oil (HVO), liquefied petroleum gas and fugitives. The FY24 increase in Scope 1 emissions was driven by an expanded scope of fugitive emissions reporting covering LSEG's full property portfolio.	Yes	31/12/24
Scope 2 market-based emissions	Market-based emissions arise from electricity that companies have purposefully chosen and can include contractual instruments such as Energy Attribute Certificates (EACs) which account for the equivalent renewable energy consumption. LSEG buys EACs to cover the majority of electricity purchased from non-renewable sources. The increase in FY24 Scope 2 market-based emissions was driven by LSEG being unable to purchase EACs for a small number of countries.	Yes	31/12/24
Scope 2 location-based emissions	Location-based emissions reflect the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).	Yes	31/12/24
Renewable electricity (inclusive of EACs)	LSEG's electricity consumption from renewable power generation, certifiable through LSEG's purchase of EACs.	No	31/12/24
Renewable energy consumption	Energy consumption in kilowatt-hours (kWh) for energy from renewable sources including electricity purchases evidenced with EACs, HVO and biodiesel.	Yes	31/12/24
Scope 3 emissions – purchased goods and services	Emissions associated with extraction, production and transportation of goods and services purchased or acquired not otherwise included in Scope 3 Categories 2 to 8. The recategorisation exercise conducted in 2024 resulted in several purchased goods and services spend categories being excluded to prevent double counting of GHG emissions. The decrease in these emissions in 2024 was driven primarily by using Sustainability Intelligence to gather suppliers' reported emissions and a change in Defra and Exiobase emission factors.	Yes	31/12/24
Scope 3 emissions – capital goods	Emissions were previously reported under purchased goods and services but have now been re-allocated to capital goods as per industry standards.	Yes	31/12/24
Scope 3 emissions – FERA	LSEG's upstream emissions from Scope 1 and 2 energy consumption (fuel, electricity, heat), well-to-tank emissions and transmission and distribution emissions.	Yes	31/12/24
Scope 3 emissions – waste	Emissions associated with LSEG's produced waste and the subsequent waste treatment process. The majority of this data is estimated and based on standard benchmarks for waste by headcount, waste disposal and recycling rates.	Yes	31/12/24
Scope 3 emissions – water	Emissions associated with water withdrawal and discharge from LSEG's sites and data centres over which the Group holds operational control. The majority of this data is estimated based on floor area.	Yes	31/12/24
Scope 3 emissions – business travel	Emissions from air, road and rail activity associated with business travel. Also included are emissions from accommodation used during business travel.	Yes	31/12/24
Scope 3 emissions – colleague commuting	Emissions from road and rail travel and cycling associated with colleague commuting.	Yes	31/12/24
Scope 3 emissions – upstream leased assets	Emissions from the energy consumption of sites (electricity and natural gas) and equipment used by LSEG but which fall outside of LSEG's operational control. Examples include Point of Presence (POP)	Yes	31/12/24
Scope 3 emissions – investments	Emissions from LSEG's investments. LSEG does not have operational control of these investments.	Yes	31/12/24
Workforce composition	All colleague status data excludes contingent and agency workers, Non-Executive Directors and pension trustees.	No	31/12/24
Turnover and mobility	The proportion of the workforce that receives a promotion includes promotions into new roles and in-role promotion. People leaders are those that manage one or more direct report.	No	31/12/24
Engagement	Colleague engagement score is out of 100.	No	31/12/24



Endnotes continued

Section	Notes	Estimates	Timelines
Learning and development	<p>The number of personal development plans relates to those logged on the Career Navigator platform. Greater numbers of colleagues may have a plan not yet recorded on the system.</p> <p>Last year LSEG reported that operational resilience training was part of mandatory training for all colleagues in 2023. Due to an adaption to our mandatory reporting timelines, 2024's mandatory operational resilience training took place in January 2025. Because this is past the 31 December 2024 timeline of this report, we have not reported 2024's mandatory operational resilience training. Given that the training is mandatory, completion is expected to be close to 100%. 2023's operational resilience training participation was 99.9%.</p> <p>Learning and development spend as a proportion of revenue defined as revenue excluding recoveries.</p>	No	31/12/24
Gender diversity	<p>We collect gender data in the locations where we are legally permitted to do so. We report all of this data externally. A total of 28 colleagues did not disclose their gender in 2024.</p> <p>The percentage of women and men in management positions in revenue-generating functions reported in 2023 changed to align with updated reporting methodology used for 2024's figure.</p> <p>The percentage of women and men in STEM-related positions reported in 2023 changed to align with updated reporting methodology used for 2024's figure.</p>	No	31/12/24
Ethnic diversity	<p>We collect ethnicity data in the locations where we are legally permitted to do so. We do not report all of this data externally. We only report US and UK data. We use the recommended government census categories when collecting ethnicity data. Underrepresented ethnic groups are defined as all ethnicities other than white.</p>	No	31/12/24
Disability diversity	<p>We collect disability data in the locations where we are legally permitted to do so. Our disclosure rate globally in 2024 was just under 50%.</p>	No	31/12/24
Pay equity	<p>The non-identifiable pay gap is the estimated difference in pay after accounting for differences in actual pay that are due to legitimate reasons, such as, but not limited to, role, seniority, experience, performance and location. Figures above zero mean women or underrepresented ethnic groups are disadvantaged. Figures below zero mean that the gap is in favour of those groups respectively. Unidentified pay gap figures are estimated by our statistical model.</p>	Yes	31/12/24
UK gender pay gap reporting	<p>Data required by the Gender Pay Gap Reporting Regulations. Data as of 5 April 2024 and represents the 2024 calendar year.</p>	No	31/12/24
Wellbeing	<p>Sick days taken by colleagues as a proportion of available working days excludes colleagues in India, Netherlands and South Korea.</p>	No	31/12/24
Business conduct	<p>2023 Speak Up data that was reported in March 2024 covered the period 1 January 2023 to 31 October 2023. 2023's Speak Up data has now been updated to account for the full 2023 calendar year. 2024's Speak Up data is from 1 January 2024 to 31 December 2024. The Code of Conduct breach in 2024 was related to our expectations around professional behaviour.</p>	No	31/12/24
Tax	<p>LSEG's Research and Development tax credit claims in the UK and US for 2024 will not be filed until later in 2025. Therefore, the 2024 amounts relate to claims made in respect of 2023 which were filed in 2024.</p>	No	31/12/24
SASB activity metrics	<p>Significant market disruption is defined as an event when the London Stock Exchange ceases to function according to its typical manner and causes or threatens steep market declines.</p>	No	31/12/24
Customer	<p>The ease of doing business score is based on Data & Analytics customers who have scored LSEG as a nine or 10 out of 10.</p>	No	31/12/24

Feedback

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