

SOCIAL IMPACT 2023

GRI content index

Statement of use

Thomson Reuters has reported the information cited in this GRI content index for the period January 1st, 2023, to December 31st, 2023 with reference to the GRI Standards.

GRI 1 used
GRI 1: Foundation 2021

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Thomson Reuters Annual Report 2023 - Page 2, 18, 182
	2-2 Entities included in the organization’s sustainability reporting	Thomson Reuters Annual Report 2023 - Page 13-18, 36, 100
	2-3 Reporting period, frequency and contact point	Thomson Reuters Annual Report 2023 - Page 1, 4 Thomson Reuters Social Impact Report 2023 - Page 1
	2-4 Restatements of information	Thomson Reuters Annual Report 2023 - Page 194
	2-5 External assurance	Thomson Reuters Annual Report 2023 - Page 101, 102
	2-6 Activities, value chain and other business relationships	Thomson Reuters Annual Report 2023 - Page 2-11
	2-7 Employees	Thomson Reuters Annual Report 2023 - Page 12
	2-9 Governance structure and composition	Thomson Reuters Management Proxy Circular and Notice of Annual and Special Meeting of Shareholders - Page 15-19, 31-37
	2-10 Nomination and selection of the highest governance body	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 44, 45
	2-11 Chair of the highest governance body	Thomson Reuters Management Proxy Circular and Notice of Annual and Special Meeting of Shareholders - Page 35, 36, 39
	2-12 Role of the highest governance body in overseeing the management of impacts	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 31-37
	2-13 Delegation of responsibility for managing impacts	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 36
	2-14 Role of the highest governance body in sustainability reporting	Thomson Reuters Social Impact Report 2023 - Page 6
	2-15 Conflicts of interest	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 46

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders - Page 36, 37
	2-17 Collective knowledge of the highest governance body	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders, Page 16, 45
	2-18 Evaluation of the performance of the highest governance body	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders, Page 46
	2-19 Remuneration policies	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders, Page 59
	2-20 Process to determine remuneration	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders, Page 64-65
	2-22 Statement on sustainable development strategy	Thomson Reuters Social Impact Report 2023 - Page 3
	2-23 Policy commitments	Thomson Reuters Social Impact Report 2023 - Page 32
	2-24 Embedding policy commitments	Code of Business Conduct and Ethics - Page 10
	2-25 Processes to remediate negative impacts	Modern Slavery Statement - Page 7
	2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics - Page 51
2-29 Approach to stakeholder engagement	Thomson Reuters Management Proxy Circular and Notice of Annual Meeting of Shareholders, Page 52	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Thomson Reuters Social Impact Report 2023 - Page 36-38
	3-2 List of material topics	Thomson Reuters Social Impact Report 2023 - Page 38
	3-3 Management of material topics	Thomson Reuters Annual Report - Page 19-35 Thomson Reuters Social Impact Report 2023
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Thomson Reuters Annual Report 2023 - Page 103-107
	201-2 Financial implications and other risks and opportunities due to climate change	Thomson Reuters Social Impact Report 2023 - Page 39
	201-3 Defined benefit plan obligations and other retirement plans	Thomson Reuters Annual Report 2023 - Page 157-164
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Thomson Reuters Social Impact Report 2023 - Page 12, 27-28

GRI content index (continued)

GRI standard	Disclosure	Location
GRI 207: Tax 2019	207-1 Approach to tax	Thomson Reuters Annual Report 2023 - Page 31-32 Thomson Reuters Management Proxy Circular and Notice of Annual and Special Meeting of Shareholders - Page 40-44
	207-2 Tax governance, control, and risk management	Thomson Reuters Annual Report 2023 - Page 31-32 Thomson Reuters Management Proxy Circular and Notice of Annual and Special Meeting of Shareholders - Page 40-44
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Thomson Reuters Social Impact Report 2023 - Page 32
	302-3 Energy intensity	Thomson Reuters Social Impact Report 2023 - Page 32
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-2 Energy indirect (Scope 2) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-3 Other indirect (Scope 3) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-4 GHG emissions intensity	Thomson Reuters Social Impact Report 2023 - Page 32
	305-5 Reduction of GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-2 Energy indirect (Scope 2) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-3 Other indirect (Scope 3) GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
	305-4 GHG emissions intensity	Thomson Reuters Social Impact Report 2023 - Page 32
	305-5 Reduction of GHG emissions	Thomson Reuters Social Impact Report 2023 - Page 32
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Thomson Reuters Annual Report 2023 - Page 12

GRI standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Code of Business Conduct and Ethics - Page 20, 61 Environmental, Health and Safety Policy
	403-3 Occupational health services	Environmental, Health and Safety Policy
	403-4 Worker participation, consultation, and communication on occupational health and safety	Environmental, Health and Safety Policy
	403-5 Worker training on occupational health and safety	Environmental, Health and Safety Policy
	404-1 Average hours of training per year per employee	Thomson Reuters Social Impact Report 2023 - Page 31
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Thomson Reuters Annual Report - Page 12, 13
	405-1 Diversity of governance bodies and employees	Thomson Reuters Management Proxy Circular and Notice of Annual and Special Meeting of Shareholders - Page 17 Thomson Reuters Social Impact Report 2023 - Page 31
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Code of Business Conduct and Ethics - Page 60
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Code of Business Conduct and Ethics - Page 60
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct and Ethics - Page 60