

ENVIRONMENTAL SUSTAINABILITY POLICY

In an increasingly resource-constrained world, at Refinitiv we recognize we have an important role to play in the transition to a sustainable economy.

As part of our sustainability approach, we work to:

- comply with all relevant legislation and other requirements in the countries in which we operate,
- continually improve our environmental management systems, policies and targets to reduce our direct environmental impacts,
- actively partner with industry groups and non-governmental organizations to further reduce our footprint and leverage our data and expertise,
- support climate action within the context of global summits,
- internally communicate relevant standards to our colleagues, including through training and awareness-raising initiatives, and
- externally communicate on our sustainability performance.

Our pledge to continually lighten our environmental footprint is reflected in our carbon neutrality and 100% renewable energy commitments, and we are currently setting ambitious science-based targets regarding business travel, supply chain and business carbon emissions reductions.

We focus on a number of areas to help reduce our emissions:

- Reducing utility consumption: continuing to reduce utility consumption globally, through consolidation projects, reducing unused space and introducing agile working environments.
- Waste management: completing waste management reviews in our global hub locations; identifying and implementing improved recycling programs where required; providing awareness sessions to employees on effective waste segregation.
- Sustainable refurbishment: continuing to put sustainability at the core of Refinitiv refurbishment and relocation projects by reusing and recycling equipment, and introducing energy efficient measures where possible.

Disclosure and reporting

Refinitiv will use recognized annual benchmarks and frameworks to disclose its environmental performance.

Ownership and delivery

This policy is owned and delivered by a range of functions at Refinitiv: Sustainability, Real Estate and Facilities Management, Business Travel and Sourcing.

Reviewing and updating

This policy will be reviewed and updated on an annual basis. Refinitiv leadership will receive an annual report on implementation, activities and performance.

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