

Community Investment Policy and Programs

At Refinitiv we know that what we do matters.

This policy outlines the different ways in which Refinitiv as a global organization invests in its communities. Our programs ensure that we are fulfilling the needs of our local communities and leveraging the passions of our employees.

Recognized charities and community organizations

Our policy and programs are intended to support community organizations that are registered as charitable by the relevant country and have their own financial records.

Volunteering

Refinitiv encourages permanent employees from across our global business to take part in community volunteering activities. We offer all regular full-time and part-time* employees paid volunteering time off for 2 days (16 hours) per calendar year.

*Prorated for part-time employees. Part-time employees are eligible if their regularly scheduled hours are 20 or more per week.

Funds to support volunteering and fundraising or regular giving

All regular employees receive US \$1,000 (in local currency) a year to financially support their chosen charitable organizations. This US \$1,000 can be used with different programs to support recognized charitable organizations.

Matching Gifts

We support the important financial contributions that our employees make to their chosen charitable organizations through our Matching Gifts program. Open to all regular employees, personal donations and fundraising efforts are matched by the company from US \$50 up to US \$1,000 (in local currency) per calendar year.

Volunteer Grants

We recognize that volunteering time both in and out of working hours to a charitable organization is important to our employees. That's why we offer Volunteer Grants of US \$500 – US \$1,000 for employees volunteering 20 hours or more of their time (both in and out of working hours) to the same charity.

- Volunteering 20 hours for the same organization during a 12-month period? You can request a volunteer grant of US \$500.
You still have US \$500 to use for Matching Gifts.
- Volunteering 20 hours for two different organization during a 12-month period, totaling 40 volunteering hours? You can request a volunteer grant of US \$500 for each charitable organization.
- Volunteering 40 hours for the same organization during a 12-month period? You can request a volunteer grant of US \$1,000.

We support community organizations that are registered as charitable including schools, not-for-profit or tax-exempt organizations. The values of the organizations must align with our own. Refinitiv maintains the right to limit support to an organization if it fails to provide relevant evidence of its charitable status.

The company will not support employee volunteering efforts for organizations that discriminate; organizations, private foundations or programs that fund terrorist groups or activities; political causes, candidates, organizations or campaigns; or religious organizations for denominational or religious purposes. The company reserves the right also to withhold support for other charities or for particular campaigns that it deems violates the spirit of any of the above exclusions.

Reviewing and updating

This policy applies to all Refinitiv offices and regular employees across the globe and will be reviewed and revised on an annual basis. The Executive Committee will receive an annual report on this policy, its implementation and our performance.