



**LSEG**

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London Stock Exchange Group plc  
Group Sustainability Databook 2023

# Measuring our sustainability performance

NEW YORK



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## See our companion Sustainability Report



## Other reports, policies and documents

Other documents should be referenced alongside this Annual Sustainability Databook which include:

- LSEG Annual Sustainability Report 2023
- LSEG Annual Report and Accounts 2023
- Modern Slavery Statement 2023
- Sustainability-related policies, statements and reporting frameworks



Further information on London Stock Exchange Group can be found at: [www.lseg.com](http://www.lseg.com)

## 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 Databook should be referenced alongside LSEG's Annual Sustainability Report 2023.

## 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 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 the preparation of the report we have sought to ensure that the reported data accurately reflects our FY2023 sustainability performance. Unless specified otherwise in the endnotes, all data is from the period 1 January 2023 to 31 December 2023. 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	2023	2022	2021
<b>Capital markets</b>				
Issuers with Green Economy Mark	Number	110	108	116
Market capitalisation of Green Economy Mark issuers	GBP	159.8bn	150.6bn	167.1bn
Green Economy Mark share of total equity market capitalisation listed on the London Stock Exchange	Percentage	3%	3%	3%
Capital raised on Sustainable Bond Market	GBP	64.1bn	42.2bn	61.6bn
Green Bond	GBP	43.0bn	20.3bn	31.0bn
Sustainable Bond	GBP	12.5bn	12.5bn	13.6bn
Social Bond	GBP	2.9bn	5.4bn	13.4bn
Transition Bond	GBP	0.0bn	0.0bn	0.6bn
Issuer-Level Classification	GBP	4.2bn	4.0bn	2.4bn
Self-Certified	GBP	1.5bn	0.1bn	0.6bn
Sustainable Bond Market issuers	Number	45	39	60
Issuances on Sustainable Bond Market	Number	119	92	137
Sustainable Bond Market issuance as a share of total debt issuance on the London Stock Exchange	Percentage	11%	8%	12%
Total Sustainable Bond Market issuance on the London Stock Exchange since inception	GBP	232.3bn	–	–
<b>Indices</b>				
FTSE Russell ESG indices	Number	121	106	69
Passive AUM tracking FTSE Russell ESG indices	USD	262bn	256bn	167bn
<b>Data</b>				
Public and private companies covered by LSEG ESG data	Number	16,000	14,000	12,000
Global market capitalisation covered by LSEG ESG data	Percentage	90%	88%	85%



## Environment

### Emissions

	Unit	2023	2022	2021	% Change vs 2022
Total Group carbon footprint (tCO <sub>2</sub> e)	Metric tonnes	813,611	718,706	571,885	13%
Total Group carbon footprint (tCO <sub>2</sub> e) per metre squared	Metric tonnes	3.5	2.20	1.35	57%
Total Group carbon footprint (tCO <sub>2</sub> e) per £m of total revenue	Metric tonnes	110	93	80	18%
Total Group carbon footprint (tCO <sub>2</sub> e) per headcount (HC)	Metric tonnes	32	30	24	7%
Scope 1 emissions	Metric tonnes	913	1,450	1,000	-37%
Scope 2 Market-based emissions	Metric tonnes	286	4,167	3,138	-93%
Scope 2 Location-based emissions	Metric tonnes	72,923	69,833	106,566	4%
Renewable electricity (including usage of EACs)	Percentage	100%	100%	100%	0%
Scope 3 emissions	Metric tonnes	812,411	713,089	567,747	14%
1. Purchased goods and services	Metric tonnes	746,271	680,098	550,861	10%
2. Fuel and energy related activities (FERA)	Metric tonnes	2,350	2,145	5,659	10%
3. Waste	Metric tonnes	2,618	3,331	185	-21%
4. Water	Metric tonnes	66	89	80	-26%
5. Business travel	Metric tonnes	39,832	16,890	3,169	136%
6. Employee commuting	Metric tonnes	16,844	5,601	1,907	201%
7. Home working	Metric tonnes	4,349	8,902	5,805	-51%
8. Upstream leased assets	Metric tonnes	82	81	81	1%
Biogenic CO <sub>2</sub>	Metric tonnes	0	70,702	Not calculated	-100%
Exclusions (Market-based)	Metric tonnes	N/A	None	767	N/A
Exclusions (Location-based)	Metric tonnes	N/A	None	1,886	N/A
<b>Environment – UK</b>					
Total tCO <sub>2</sub> e	Metric tonnes	799	1,603	1,869	-50%
Per HC	Metric tonnes	0.17	0.36	0.41	-52%
Electricity	Kilowatt hours	50,566,809	52,656,194	50,510,465	-4%
Natural gas	Kilowatt hours	1,056,730	3,452,738	3,712,339	-69%
LPG	Metric tonnes	0	0	0	0%
Diesel	Litres	7,117	32,391	16,824	-78%
Fugitives	Kilograms	0	70	155	-100%
Waste	Metric tonnes	1,623	404	212	301%
Water	Cubic metres	54,568	131,361	52,931	-58%



## Environment continued

### Emissions

	Unit	2023	2022	2021	% Change vs 2022
<b>Environment – EMEA</b>					
Total tCO <sub>2</sub> e	Metric tonnes	722	826	860	-13%
Per HC	Metric tonnes	0.20	0.25	0.27	-22%
Electricity	Kilowatt hours	4,743,836	5,219,800	9,131,424	-9%
Natural gas	Kilowatt hours	751,392	426,111	3,221,374	76%
LPG	Metric tonnes	0	0	0	0%
Fugitives	Kilograms	0	70	155	-100%
Diesel	Litres	0	100	100	-100%
Waste	Metric tonnes	1,217	310	273	293%
Water	Cubic metres	70,547	39,667	18,133	78%
<b>Environment – Americas</b>					
Total tCO <sub>2</sub> e	Metric tonnes	1,059	4,936	5,240	-79%
Per HC	Metric tonnes	0.35	1.63	1.48	-79%
Electricity	Kilowatt hours	66,992,978	67,141,358	145,126,178	0%
Natural gas	Kilowatt hours	1,679,687	5,406,865	10,246,078	-69%
LPG	Metric tonnes	0	0	0	0%
Diesel	Litres	119,770	57,913	38,275	107%
Fugitives	Kilograms	0	0	0	0%
Waste	Metric tonnes	939	439	369	114%
Water	Cubic metres	96,555	155,616	62,971	-38%
<b>Environment – APAC</b>					
Total tCO <sub>2</sub> e	Metric tonnes	3,653	3,816	2,092	-4%
Per HC	Metric tonnes	0.25	0.28	0.16	-10%
Electricity	Kilowatt hours	35,857,692	27,716,375	36,246,691	29%
Natural gas	Kilowatt hours	0	135,700	1,875,264	-100%
LPG	Metric tonnes	8	3	0	189%
Diesel	Litres	85,122	168,055	100,618	-49%
Fugitives	Kilograms	0	0	0	0%
Waste	Metric tonnes	4,029	792	224	409%
Water	Cubic metres	157,722	106,309	54,184	48%



## Environment continued

### Climate targets

	Unit	2023	2022	2021	2019 baseline emissions
Absolute reduction in Scope 1 and 2 Market-based GHG emissions from 2019 baseline	Percentage	-90%	-55%	-66%	2,163
Scope 3 emissions reduction from business travel, and employee commuting from 2019 baseline	Percentage	-13%	-55%	-84%	79,221
Absolute reduction in Scope 1 and 2 Market-based GHG emissions and Scope 3 emissions reduction from fuel and energy-related activities (FERA), business travel, homeworking and employee commuting from 2019 baseline	Percentage	-29%	-57%	-77%	91,518
Emissions from purchased goods and services covered by science-based targets by 2026	Percentage	44%	37%	N/A	N/A



# People

## Workforce composition

	Scope	Unit	2023	2022	2021
<b>Employee status</b>					
Total employees	Global	Number	25,708	24,334	23,040
Full-time employees	Global	Percentage	99%	99%	99%
Part-time employees	Global	Percentage	1%	1%	1%
<b>Age</b>					
Employee age: Under 30	Global	Percentage	31%	32%	30%
Employee age: 30–50	Global	Percentage	59%	56%	59%
Employee age: Over 50	Global	Percentage	10%	12%	11%
<b>Region</b>					
EMEA	EMEA	Percentage	32%	32%	–
APAC	APAC	Percentage	56%	56%	–
Americas	Americas	Percentage	12%	12%	–
<b>Turnover and mobility</b>					
Voluntary employee turnover	Global	Percentage	9%	17%	14%
Proportion of workforce to receive promotion	Global	Percentage	11%	–	–
Vacancies filled by internal candidates	Global	Percentage	36%	–	–
Internal vacancies filled by women	Global	Percentage	46%	–	–
Internal vacancies filled by underrepresented ethnic groups	UK and US	Percentage	11%	–	–
External women hires as proportion of overall external hires	Global	Percentage	42%	–	–
External underrepresented ethnic groups hires as proportion of overall external hires	UK and US	Percentage	25%	–	–
<b>Engagement</b>					
Employees responding to annual engagement survey	Global	Percentage	88%	86%	81%
Employee engagement score	Global	Number	75	75	73



## People continued

### Learning and development

	Scope	Unit	2023	2022	2021
<b>Investment</b>					
Training spend	Global	GBP	4.9m	3.8m	–
Average training spend per employee	Global	GBP	189	156	–
Learning and development spend as proportion of revenue	Global	Percentage	0.6%	–	–
<b>Training hours</b>					
Average training per employee	Global	Hours	21	–	–
Average training – women	Global	Hours	21	–	–
Average training – men	Global	Hours	21	–	–
Average training – senior leadership	Global	Hours	12	–	–
Average training – people leaders	Global	Hours	22	–	–
Average training – underrepresented ethnic groups	UK and US	Hours	30	–	–
Average training – white groups	UK and US	Hours	23	–	–
Average training – age				–	–
Under 30	Global	Hours	29	–	–
30–50	Global	Hours	18	–	–
Over 50	Global	Hours	16	–	–
Employees eligible for sustainability training through the Sustainability Unlocked platform	Global	Number	2,000	–	–
<b>Mandatory training completion rates</b>					
Code of Conduct	Global	Percentage	99.8%	97.3%	–
Risk management	Global	Percentage	99.8%	–	–
Financial sanctions and export controls	Global	Percentage	99.9%	–	–
Privacy and data protection	Global	Percentage	99.9%	–	–
Financial crime and tax evasion	Global	Percentage	99.8%	–	–
Information security	Global	Percentage	99.8%	–	–
UK market abuse regulation	Global	Percentage	99.9%	–	–
Operational resilience	Global	Percentage	99.9%	–	–
<b>Development</b>					
Employees receiving quarterly performance reviews	Global	Percentage	99.8%	–	–
Employees with personal development plans recorded on new Career Navigator platform	Global	Percentage	3.2%	–	–



## People continued

### Equity, diversity and inclusion

	Scope	Unit	2023	2022	2021
<b>Gender</b>					
Women on LSEG plc Board	Global	Number	5	6	6
Women on LSEG plc Board	Global	Percentage	42%	46%	46%
Men on LSEG plc Board	Global	Number	7	7	7
Men on LSEG plc Board	Global	Percentage	58%	54%	54%
Women in senior leadership roles (ExCo and Group Leaders)	Global	Number	41	42	34
Women in senior leadership roles (ExCo and Group Leaders)	Global	Percentage	42%	40%	33%
Men in senior leadership roles (ExCo and Group Leaders)	Global	Number	57	64	69
Men in senior leadership roles (ExCo and Group Leaders)	Global	Percentage	58%	60%	67%
Women people leaders	Global	Number	1,488	1,388	1,024
Women people leaders	Global	Percentage	36%	35%	33%
Men people leaders	Global	Number	2,672	2,568	2,046
Men people leaders	Global	Percentage	64%	65%	67%
Women in workforce	Global	Number	10,928	10,513	9,920
Women in workforce	Global	Percentage	43%	43%	43%
Men in workforce	Global	Number	14,680	13,783	13,341
Men in workforce	Global	Percentage	57%	57%	57%
Women in management positions in revenue generating functions	Global	Percentage	31%	–	–
Men in management positions in revenue generating functions	Global	Percentage	69%	–	–
Women in STEM related positions	Global	Percentage	42%	–	–
Men in STEM related positions	Global	Percentage	58%	–	–
<b>Ethnicity</b>					
Underrepresented ethnic groups on LSEG plc Board	Global	Number	2	2	2
Underrepresented ethnic groups on LSEG plc Board	Global	Percentage	17%	15%	15%
White ethnic groups on LSEG plc Board	Global	Number	10	11	11
White ethnic groups on LSEG plc Board	Global	Percentage	83%	85%	85%
Underrepresented ethnic groups in senior leadership roles (ExCo and Group Leaders)	Global	Number	13	14	14
Underrepresented ethnic groups in senior leadership roles (ExCo and Group Leaders)	Global	Percentage	14%	15%	16%
White ethnic groups in senior leadership roles (ExCo and Group Leaders)	Global	Number	69	77	76
White ethnic groups in senior leadership roles (ExCo and Group Leaders)	Global	Percentage	73%	85%	84%
Ethnicity not disclosed for groups in senior leadership roles (ExCo and Group Leaders)	Global	Percentage	13%	10%	10%
Underrepresented ethnic groups as people leaders	UK and US	Number	494	401	273
Underrepresented ethnic groups as people leaders	UK and US	Percentage	26%	26%	22%
White ethnic groups as people leaders	UK and US	Number	1,201	1,167	952
White ethnic groups as people leaders	UK and US	Percentage	62%	74%	78%



## People continued

### Equity, diversity and inclusion

	Scope	Unit	2023	2022	2021
Ethnicity not disclosed for people leaders	UK and US	Percentage	12%	15%	14%
Underrepresented ethnic groups in workforce	UK and US	Number	2,256	1,933	1,859
Underrepresented ethnic groups in workforce	UK and US	Percentage	32%	33%	31%
White ethnic groups in workforce	UK and US	Number	4,028	3,908	4,197
White ethnic groups in workforce	UK and US	Percentage	57%	67%	69%
Ethnicity not disclosed in workforce	UK and US	Percentage	11%	14%	16%
Ethnicity breakdown by type					
Asian	UK and US	Percentage	21%	–	–
Black African American	UK and US	Percentage	5%	–	–
Hispanic or Latino	UK and US	Percentage	2%	–	–
Mixed	UK and US	Percentage	3%	–	–
White	UK and US	Percentage	57%	–	–
Other	UK and US	Percentage	1%	–	–
Not disclosed	UK and US	Percentage	11%	–	–

### Disability

Disabled	Global	Percentage	1%	–	–
Not disabled	Global	Percentage	45%	–	–
Not disclosed	Global	Percentage	54%	–	–
Disability by position					
Senior leadership	Global	Percentage	2%	–	–
People leadership	Global	Percentage	2%	–	–
Wider workforce	Global	Percentage	1%	–	–

### Pay equity

	Scope	Unit	2023	2022	2021
Chief Executive pay ratio (Method C) 25th percentile	Global	Number	30	61	97
Chief Executive pay ratio (Method C) 50th percentile	Global	Number	23	40	63
Chief Executive pay ratio (Method C) 75th percentile	Global	Number	19	31	49
Raw mean gender pay gap	Global	Percentage	29.2%	32.6%	–
Identified mean gender pay gap	Global	Percentage	28.0%	31.1%	–
Non-Identifiable mean gender pay gap	Global	Percentage	1.2%	1.5%	–
Raw mean ethnicity pay gap	UK and US	Percentage	13.4%	17.8%	–
Identified mean ethnicity pay gap	UK and US	Percentage	14.2%	18.1%	–
Non-Identifiable mean ethnicity pay gap	UK and US	Percentage	-0.8%	0.3%	–



## 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 shows LSEG's UK statutory disclosures for our four legal entities covered by the regulation for the reporting period 6 April 2022 to 5 April 2023: 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	<b>14%</b>	<b>14%</b>
Gender variable pay gap	<b>14%</b>	<b>23%</b>

  

	Male	Female
% receiving variable pay	<b>86%</b>	<b>84%</b>

  

% in each pay quartile	Male	Female
Upper quartile	<b>68%</b>	<b>32%</b>
Upper mid quartile	<b>75%</b>	<b>25%</b>
Lower mid quartile	<b>65%</b>	<b>35%</b>
Lower quartile	<b>47%</b>	<b>53%</b>

  

	Male	Female
Headcount	<b>719</b>	<b>410</b>

#### London Stock Exchange PLC

	Mean	Median
Gender hourly pay gap	<b>6%</b>	<b>12%</b>
Gender variable pay gap	<b>-21%</b>	<b>11%</b>

  

	Male	Female
% receiving variable pay	<b>87%</b>	<b>84%</b>

  

% in each pay quartile	Male	Female
Upper quartile	<b>68%</b>	<b>32%</b>
Upper mid quartile	<b>67%</b>	<b>33%</b>
Lower mid quartile	<b>62%</b>	<b>38%</b>
Lower quartile	<b>53%</b>	<b>47%</b>

  

	Male	Female
Headcount	<b>273</b>	<b>170</b>

#### LCH Limited

	Mean	Median
Gender hourly pay gap	<b>20%</b>	<b>20%</b>
Gender variable pay gap	<b>16%</b>	<b>32%</b>

  

	Male	Female
% receiving variable pay	<b>87%</b>	<b>94%</b>

  

% in each pay quartile	Male	Female
Upper quartile	<b>83%</b>	<b>17%</b>
Upper mid quartile	<b>82%</b>	<b>18%</b>
Lower mid quartile	<b>71%</b>	<b>29%</b>
Lower quartile	<b>53%</b>	<b>47%</b>

  

	Male	Female
Headcount	<b>402</b>	<b>157</b>

#### Refinitiv Limited

	Mean	Median
Gender hourly pay gap	<b>12%</b>	<b>11%</b>
Gender variable pay gap	<b>18%</b>	<b>12%</b>

  

	Male	Female
% receiving variable pay	<b>90%</b>	<b>88%</b>

  

% in each pay quartile	Male	Female
Upper quartile	<b>72%</b>	<b>28%</b>
Upper mid quartile	<b>66%</b>	<b>34%</b>
Lower mid quartile	<b>63%</b>	<b>37%</b>
Lower quartile	<b>54%</b>	<b>46%</b>

  

	Male	Female
Headcount	<b>1,297</b>	<b>738</b>



## People continued

### Health, safety and wellbeing

	Scope	Unit	2023	2022	2021
<b>Health and safety</b>					
Employee health and safety incidents involving ill-health, injury and first aid events	Global	Number	13	8	5
Work-related employee fatalities	Global	Number	0	0	0
Work-related contractor fatalities	Global	Number	0	0	0
Safety incidents resulting in enforcement action	Global	Number	0	0	0
Site risk profiles undertaken	Global	Number	125	–	–
Health and safety incidents per region for employees and contractors					
Europe (incl UK)	Europe (incl UK)	Number	16	–	–
Americas	Americas	Number	21	–	–
Asia Pacific	Asia Pacific	Number	8	–	–
<b>Wellbeing</b>					
Sick days taken by employees as proportion of available working days	Global	Percentage	1.4%	–	–
Average number of sick days taken by employees and contractors	Global	Number	3.15	–	–
Menopause Champions	Global	Number	40	–	–
Mental Health Wellbeing Champions	Global	Number	170	–	–
Employees with access to mental health support	Global	Percentage	100%	–	–
<b>Human rights</b>					
	Scope	Unit	2023	2022	2021
Employees covered by collective bargaining agreements	Global	Percentage	9%	11%	4.7%
Employees covered by collective bargaining agreements on working conditions	Global	Percentage	8%	–	–
Employees covered by collective bargaining agreements on diversity, discrimination and harassment	Global	Percentage	7%	–	–
Employees covered by collective bargaining agreements on training and career management	Global	Percentage	7%	–	–



## People continued

### Community

	Unit	2023	2022	2021
<b>Volunteering</b>				
Total volunteer hours	Hours	54,614	21,240	–
Employees volunteering	Number	4,933	2,036	875
<b>Investment</b>				
Charity partners	Number	103	92	400
Total grants to charity partners from LSEG Foundation	GBP	3,958,577	3,565,405	–
Grants to strategic partners	GBP	1,000,000	1,000,000	–
Grants to regional partners	GBP	1,695,235	1,462,981	–
Grants to sustainable economy partners	GBP	800,000	700,000	–
Grants to disaster relief	GBP	310,000	120,000	–
Grants to other partners	GBP	153,342	282,424	–
Employee fundraising matching gifts	GBP	311,296	269,897	–
Total donations	GBP	4,269,873	3,835,302	2,188,000
<b>Impact</b>				
People supported: vocational training	Number	9,027	–	–
People supported: increase in knowledge and skills	Number	11,930	–	–
People supported: children and disadvantaged people supported with education	Number	53,529	–	–
People with increased educational attainment/attendance	Number	9,694	–	–
Enterprises established by women with LSEG Foundation funding	Number	80	–	–
People impacted through strategic and regional funding partners	Number	60,984	–	–
Teachers and coaches trained	Number	5,194	–	–
People into employment	Number	915	–	–



## Governance

### Business conduct

	Unit	2023	2022	2021
Code of Conduct breaches	Number	1	0	0
Total number of Speak Up reports	Number	136	76	–
Speak Up reports involving third parties and referred to external authorities	Number	28	19	–
Speak Up reports involving employees or third party contractors	Number	108	57	–
Speak Up reports resulting in dismissal	Number	1	1	–

### Information security and data privacy

	Unit	2023	2022	2021
Privacy impact assessments reviewed	Number	1,624	976	429
Privacy rights request responses	Number	2,139	1,971	939
Privacy training hours completed	Number	35,229	31,793	24,260
Refinitiv data centres ISO 27001 certified	Number	3	–	–
Heritage LSEG data centres ISAE 3000 certified	Number	2	–	–

### Supply chain

	Unit	2023	2022	2021
Priority strategic suppliers provided with sustainability training	Percentage	18%	–	–
Companies in LSEG's supply chain at parent company level	Number	5,170	5,394	–
Suppliers from Europe at parent company level	Percentage	44%	43%	–
Suppliers from US at parent company level	Percentage	20%	21%	–
Suppliers from Asia at parent company level	Percentage	28%	29%	–

### Governance other

	Unit	2023	2022	2021
US Research and Development tax credits	USD	5.5m	2.6m	2.3m
UK Research and Development tax credits	GBP	11.2m	8.9m	1.0m
Sales and Account Management people leaders training	Hours per person	10	–	–



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## Appendix

### 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 Initiative near-term target.

#### Cautionary statement

Due to LSEG’s reporting deadline being very early following the end of financial year there is a need to estimate a material portion of property-related activity data, specifically for energy-related emissions, waste, and water. Where data is unavailable, estimates are used leveraging standard benchmarks where possible. These 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.



## Endnotes

Section	Notes	Timeline	Estimates
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.	31/12/23	No
Indices	Passive AUM tracking FTSE Russell Sustainability indices in FY2022 adjusted to reflect our new reporting structure that removed duplicate indices. ESG AUM data is mainly sourced from client declarations with 10% sourced from third party vendors.	30/06/23	Yes
Total carbon footprint	Total Group carbon footprint and intensity metrics include Scope 1, Scope 2 Market-based, and all relevant and calculated Scope 3 categories. Within these totals we report both Market-based Scope 2 and Scope 3 FERA emission factors. Group carbon footprint includes tenant consumption and excludes client-based workers. In FY2023, there was a 13% increase vs 2022 due to higher levels of office occupancy and business travel and an increase in Scope 3 purchased goods and services, which was higher due to spend categorisation.	31/12/23	Yes
Emissions per m <sup>2</sup>	In FY2023, emissions have increased year-on-year, but floor area has fallen by 28% and therefore LSEG's activities have become more carbon intensive per m <sup>2</sup> . This is mostly due to Scope 3 activities, predominantly business travel and employee commuting.	31/12/23	Yes
Emissions per revenue	In FY2023, emissions have increased year-on-year but revenue has fallen by 4% and therefore LSEG's activities have become more carbon intensive per £m. This is mostly due to Scope 3 activities, predominantly business travel and employee commuting.	31/12/23	Yes
Emissions – Scope 1	For Scope 1 emissions combustion of fuel and operation of facilities includes natural gas, diesel, LPG, fugitive emissions and fleet vehicles. In FY2023, there has been a reduction in floor area of 28%, meaning fewer offices are in use and therefore less fuel consumption on sites for heating. In FY2023 natural gas consumption has reduced by 24% vs FY2022. This is driven by the disposal of a number of data centres.	31/12/23	Yes
Emissions – Scope 2 Market-based	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. There was a significant reduction in Market-based emissions in FY2023 vs FY2022 which was due to heat no longer being purchased at sites across our property portfolio.	31/12/23	Yes
Emissions – Scope 2 Location-based	A Location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).	31/12/23	Yes
Emissions – Scope 3	Scope 3 includes emissions from purchased goods and services, fuel and energy related emissions, air travel, rail travel, taxis, car hire, hotels and ground transfers, waste, water, employee commuting (including home working) and upstream leased assets. DEFRA UK Government GHG Conversion Factors are used for all fuels, business travel, water, waste and upstream leased assets. US EPA factors are used for United States electricity and employee commute emissions. IEA country specific emissions factors are used to calculate emissions for all other electricity use. Defra IO factors have been adjusted to reflect reporting year consumer index pricing to estimate emissions related to purchased goods and services. LSEG does not use the Defra 2022 EEIO factors published in November 2022, as their use will require recalculation of LSEG's base year emissions. US and UK National Travel Surveys have been used to inform our estimations for employee commuting. Emissions related to working from home have been based on EcoAct's Homeworking emissions whitepaper (2020). Scope 3 emissions increased 14% in FY2023 vs FY2022 due mainly to increases in business travel and employee commuting. Scope 3 emissions does not include emissions from companies listed on the London Stock Exchange.	31/12/23	Yes
Emissions – waste	Emissions associated with waste recycling and disposal. The majority of this data is estimated and based on standard benchmarks for waste by headcount and waste disposal and recycling rates.	31/12/23	Yes
Emissions – water	Emissions associated with water withdrawal. >90% of water consumption is estimated based on floor area. This aligns to a 28% drop in floor area year on year.	31/12/23	Yes
Emissions – business travel	Business travel includes emissions from fuel and energy related activities (well-to-tank) from Air and Rail operators, as well as the emissions from the transportation of employees for business-related activities. Significant increase in emissions associated with business travel due to higher levels of travel; LSEG had limited travel in the first half of FY2022. Another material driver of the increased emissions is due to a significant increase in DEFRA emission factors for air travel in FY2023 between 25% and 52%.	31/12/23	Yes
Emissions – employee commuting	LSEG has encouraged three different hybrid styles of working. Colleagues can either be in the office for four days per week, blended where employees can be in the office three days a week and for more remote employees one day a week in the office. This is reflected in our Global Hybrid Working Policy. It is assumed that this has contributed to an increased number of employees returning to working more frequently in the office.	31/12/23	Yes
Emissions – homeworking	Fewer employees worked from home in FY2023 vs FY2022. The FY2022 value has been updated to correct an error identified through our quality assurance process. The difference is a 1,355 tCO <sub>2</sub> e increase to emissions from working from home. We have updated the FY2022 data to reflect the correct figure.	31/12/23	Yes
Emissions – biogenic CO <sub>2</sub>	In FY2022, renewable energy certificates were sourced from biogenic energy sources (with associated emissions); this was not the case in FY2023, therefore biogenic emissions are zero.	31/12/23	Yes
Workforce composition	All employee status data excludes contingent and agency workers, Non-Executive Directors and pension trustees.	31/12/23	No



## Endnotes

Section	Notes	Timeline	Estimates
Turnover and mobility	Proportion of the workforce to receive promotion includes promotions into new roles and in-role promotion. People leaders are those that manage one or more direct report.	31/12/23	No
Engagement	Employee engagement score is out of 100.	31/12/23	No
Learning and development	New Career Navigator platform launched in January 2023. The number of personal development plans relates to those logged on the Career Navigator platform. Greater numbers of employees may have a plan not yet recorded on the system.	31/12/23	No
Gender diversity	We collect gender data in the locations where we are legally permitted to do so. We report all of this data externally.	31/12/23	No
Ethnic diversity	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.	31/12/23	No
Disability diversity	We collect disability data in the locations where we are legally permitted to do so. Our disclosure rate globally in FY2023 was 46%.	31/12/23	No
Pay equity	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, 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.	31/12/23	Yes
UK gender pay gap reporting	Data required by the Gender Pay Gap Reporting Regulations; data as of 5 April 2023.	05/04/23	No
Health and safety	Health and safety incidents involving ill-health, injury and first aid events covers full-time employees and contractors. 125 site risk profiles were undertaken from 24 November 2022 to 24 November 2023.	24/11/23	No
Wellbeing	Sick days taken by employees as proportion of available working days and average sick days taken by employees excludes colleagues in India, Netherlands, Poland and South Korea. Sick days taken by employees excludes India.	31/12/23	No
Community	FY2022 figures have been updated to reflect post-audit adjustments. FY2022 figures encompass donations directly from the LSEG Foundation and contributions made by the Charities Aid Foundation (CAF) from our funds. FY2022 volunteer numbers and hours have been restated to align with FY2023's methodology. Numbers include employees who volunteered and left the Company in the same year. FY2023 grant figures are pre-audit and subject to audit adjustments and post-audit changes where applicable. FY2023's impact figures reflect outcomes and outputs from FY2022's funding.	31/12/23	No
Business conduct	FY2023 Speak up data is for the period 1 January 2023 to 31 October 2023. FY2022 data is for the period 1 April 2022 to 31 December 2022 because in April 2022 LSEG's new Speak Up programme came into effect. Moving forward this data will be reported from 31 October every year for a 12-month period to align with external audit process. The FY2023 Code of Conduct breach was related to Customer and Privacy Data.	31/10/23	No
Information security and data privacy	Data as of 31 October 2023.	31/10/23	No
Supply chain	Data as of 31 October 2023. While 46% of strategic suppliers were provided with the opportunity to take part in sustainability training, 18% actually participated. Suppliers of parent companies excluding Europe, US and Asia, make up the remaining 8% of LSEG's suppliers at parent company level.	31/10/23	No
Governance other	LSEG's Research and Development Tax Credit claims in the UK and US for FY2023 will not be filed until later in FY2024. Therefore, the FY2023 amounts noted relate to claims made in respect of FY2022 which were filed in FY2023. Training provided to Sales and Account Management people leaders is on LSEG's sales methodology.	31/12/23	No

For more information please visit our website  
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