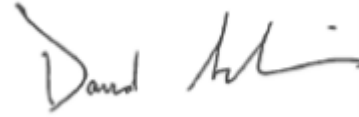


UK Gender Pay Gap Data

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.

Declaration

I confirm that the data and information presented below is accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Schwimmer
Chief Executive Officer
London Stock Exchange Group

LSEG Employment Services Limited		
	Mean	Median
Gender hourly pay gap	14%	14%
Gender variable pay gap	14%	23%
	Male	Female
% receiving variable pay	86%	84%
	Male	Female
% in each pay quartile		
Upper quartile	68%	32%
Upper mid quartile	75%	25%
Lower mid quartile	65%	35%
Lower quartile	47%	53%
	Male	Female
Headcount	719	410

London Stock Exchange PLC		
	Mean	Median
Gender hourly pay gap	6%	12%
Gender variable pay gap	-21%	11%
	Male	Female
% receiving variable pay	87%	84%
	Male	Female
% in each pay quartile		
Upper quartile	68%	32%
Upper mid quartile	67%	33%
Lower mid quartile	62%	38%
Lower quartile	53%	47%
	Male	Female
Headcount	273	170

LCH Limited		
	Mean	Median
Gender hourly pay gap	20%	20%
Gender variable pay gap	16%	32%
	Male	Female
% receiving variable pay	87%	94%
	Male	Female
% in each pay quartile		
Upper quartile	83%	17%
Upper mid quartile	82%	18%
Lower mid quartile	71%	29%
Lower quartile	53%	47%
	Male	Female
Headcount	402	157

Refinitiv Limited		
	Mean	Median
Gender hourly pay gap	12%	11%
Gender variable pay gap	18%	12%
	Male	Female
% receiving variable pay	90%	88%
	Male	Female
% in each pay quartile		
Upper quartile	72%	28%
Upper mid quartile	66%	34%
Lower mid quartile	63%	37%
Lower quartile	54%	46%
	Male	Female
Headcount	1,297	738