

Diversity at LSEG

Background

When searching for candidates for Board appointments LSEG seeks to make appointments on merit against objective criteria with due regard for the benefits of diversity. This includes gender diversity.

LSEG is a multinational company operating in a number of countries including UK, Italy and Sri Lanka and our approach to diversity reflects this. Our recruitment practices have long included a commitment to recruit and promote employees on the basis of their suitability for the job without discrimination on any grounds. We offer flexible training and development and mentoring programmes to assist all our employees achieve their potential, taking account of their diverse development needs. In addition we regularly review our reward practices for race and gender bias.

We recognise the benefit throughout the Group in having access to the diversity of input from people with a wide range of backgrounds and nationalities. This is reflected at Board level by the diverse backgrounds and nationalities of Directors.

Gender diversity

The Board supports the Davies Review's conclusion that greater efforts should be made in improving the gender balance of corporate boards and that quotas for female Board representation are not the preferred approach. LSEG currently has two female non-executive directors: Janet Cohen and Gay Huey- Evans. This currently represents 16% female Board membership.

The promotion of women to Board and other senior positions within the Company is dependent on the recruitment, development and retention of women in the workforce, both within the Company and in the wider pool of female executive talent in the business and professional community.

LSEG's Leadership Team currently comprises 11 (20%) females and 44 (80%) males. The female representation includes a number of key board related roles such as Director of Legal, Director of Communications, Company Secretary and Head of HR in Borsa Italiana. To encourage the retention of females we offer enhanced maternity leave payments and support flexible working patterns.

The Board will continue to ensure that appointments are of the best candidates to promote the success of the Company that appointments are based on merit and also meet the requirements of the Equality Act. Subject to these requirements, we have an on going commitment to further strengthening female representation at Board and top management level. At Board level, this will include, requesting head hunters to ensure that as far as practicable a significant proportion of long lists of candidates are female.