

London Stock Exchange Group plc (“LSEG”)

Board diversity policy

Purpose and scope

The LSEG Board diversity policy (the “Policy”) sets out the approach to diversity and inclusion in respect of the LSEG Board of Directors (the “Board”). The Policy applies to the Board only but sits alongside other LSEG diversity and inclusion policies and the Code of Conduct. The Board has provided input into and supported a number of workstreams committed to creating a culture of openness and inclusion and building a workplace that embraces diversity of every kind.

Board diversity

The Board believes that diversity and inclusion makes us more dynamic, fosters innovation and boosts performance. The Board seeks to maintain a diverse board, which embraces diversity of gender, social and ethnic backgrounds, cognitive and personal strengths, as well as other forms of diversity.

A diverse Board membership that reflects a wide range of skills and business experience, drawn from a number of industries, is critical for bringing both the expertise required and different perspectives to Board discussions. The Board will then benefit from a diverse range of competencies, perspectives and thoughts, so that it can challenge management on strategic issues and create a dynamic environment for decision making.

Board appointment process and succession planning

The Nomination Committee is responsible for keeping under review the structure, size and composition of the Board and its Committees, to ensure critical skills and experience are regularly refreshed. In carrying out its review the Committee will take account of recent and likely future Board changes, Board expertise (including future expertise needed for the Group), diversity and tenure.

Appointments to the Board and succession plans are based on merit and objective criteria. Other than appointments covered under the Relationship Agreement¹, and the agreement with Microsoft Corporation², the Board uses external search consultancies to assist in such appointments. These firms are required to provide a diverse list of candidates. In particular, the Board’s succession and appointment approach aims to produce shortlists for new appointments that are balanced (in terms of gender and ethnicity).

The Nomination Committee also assists with the development of a pipeline of high-potential and high-performing candidates with diverse backgrounds in senior management roles, to ensure that the Group builds a strong pipeline of diverse talent for the future. This objective is underpinned by a range of policies and

¹ The relationship agreement effective 29 January 2021 between the Company, York Parent Limited, York Holdings II Limited, York Holdings III Limited and BCP York Holdings (Delaware) L.P. which governs the relationship between the parties following completion of the Refinitiv acquisition.

² Agreement entered into between the Company and Microsoft Corporation dated 12 December 2022.

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activities within the Group under the Diversity and Inclusion framework, to help create a culture that fosters belonging, builds a diverse leadership team and encourages the progression of underrepresented talent.

Commitment

The Board supports and seeks to adhere to the FCA’s current targets on Board diversity, which build on the recommendations of the FTSE Women Leaders Review, “Achieving Gender Balance”, on female representation and the recommendations of the Parker Review on ethnic diversity.

The Board therefore aims to maintain a minimum of 40% female representation on the Board; to have a woman in at least one of the roles of Chair, CEO, CFO or Senior Independent Director; and at least one Director from an ethnic minority background.

The Board recognises that there may be periods of change in Board composition when this diversity is temporarily, not met. However, the Board’s long-term objective is to maintain this balance as a minimum.

Review and reporting

The Nomination Committee and/or Board will review this Policy annually, and report on progress against the Policy in the Company’s Annual Report and Accounts.

Approved by the Board on 28 February 2023.