

World Economic Forum's Stakeholder Capitalism Metrics



LSEG

In 2019 the World Economic Forum (WEF) launched the ‘Measuring Stakeholder Capitalism Initiative’ to improve how companies measure and demonstrate their performance against environmental, social and governance (ESG) indicators and track their positive contributions towards achieving the Sustainable Development Goals (SDGs) on a consistent basis. The initiative promotes disclosure against 21 core and 34 expanded metrics focused on four themes: People, Planet, Prosperity and Principles of Governance.

The table below summarises how LSEG reports against the 21 core indicators.

Metric	Disclosure/theme	Indicator	Disclosure/reference
Principles of Governance Metrics	Governing purpose	Setting purpose The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders	LSEG's purpose statement is available on our website and our Sustainability Report www.lseg.com Sustainability Report page 6
	Quality of governing body	Governance body composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	LSEG Sustainability Report 2023, Governance on page 7 Sustainability Databook 2023, pages 9-10
	Stakeholder engagement	Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged	LSEG Sustainability Report 2023, key sustainability issues on page 5 LSEG Annual Report 2023: pages 74-76 for material risks
	Ethical behaviour	Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	Anti-bribery and Corruption Policy – UK Bribery Act LSEG Sustainability Databook 2023, pages 8 and 14
	Ethical behaviour	Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for 1. Seeking advice about ethical and lawful behaviour and organisational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity	Please see Whistleblowing at LSEG LSEG Sustainability Report 2023: pages 34 and 40
	Risk and opportunity oversight	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship	LSEG Sustainability Report 2023, page 38 LSEG Annual Report 2023, pages 65-67 for material risks

Metric	Disclosure/theme	Indicator	Disclosure/reference
Planet Metrics	Climate change	Greenhouse gas (GHG) emissions For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate	LSEG Sustainability Databook 2023, page 4
	Climate change	TCFD implementation Fully implement the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050	LSEG Sustainability Report 2023, page 15
	Nature loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	Sustainability Report 2023, page 22
	Freshwater availability	Water consumption and withdrawal in water-stressed areas Report for operations where material mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate	Sustainability Report 2023, page 22

Metric	Disclosure/theme	Indicator	Disclosure/reference
People Metrics	Dignity and equality	Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk	LSEG Sustainability Report, page 40 LSEG Human Rights Statement LSEG Modern Slavery Statement LSEG Supplier Code of Conduct
	Health and wellbeing	Health and safety (%) The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	LSEG Sustainability Databook 2023, page 12
	Dignity and equality	Diversity and inclusion (%) Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g., ethnicity)	LSEG Sustainability Databook 2023, pages 7-11
	Dignity and equality	Pay equality (%) Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	LSEG Sustainability Databook 2023, pages 10-11
	Dignity and equality	Wage level (%) Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	LSEG Sustainability Report 2023, pages 27-28
	Skills for the future	Training provided Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees)	LSEG Sustainability Databook 2023, page 8

Prosperity Metrics

Metric	Disclosure/theme	Indicator	Disclosure/reference
Prosperity Metrics	Employment and wealth generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	LSEG Sustainability Report 2023, page 7
	Community and social vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	LSEG Annual Report and Accounts page 171
	Employment and wealth generation	Economic contribution 1. Direct economic value generated and distributed (EVG&D), on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment 2. Financial assistance received from the government – total monetary value of financial assistance received by the organisation from any government during the reporting period	See Annual Report and Accounts 2023 page 48
		Financial investment contribution 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders	See Annual Report 2023, pages 46-49 and 56
	Innovation of better products and services	Total R&D expenses Total costs related to research and development	2023 Sustainability Databook, page 14 More information about LSEG's approach to research and development can be found in the LSEG Strategic Report: https://www.lseg.com/en/investor-relations#investor-info

