

Extended Datasheet

People data	2024	2023	2022	2021
Head count				
Total Employees	26,400	25,600	25,200	24,400
Americas	14,100	14,500	15,100	14,700
Europe, Middle East, and Africa	4,000	3,300	3,300	3,600
Asia Pacific	8,300	7,800	6,800	6,100
Training				
Total training hours	535,000	522,000	445,000	451,000
Average training hours per employee	20.2	19.8	17.6	18.7
Remuneration				
Total staff costs (US\$ millions)	2,623	2,494	2,636	2,698
Financial data				
Revenue (US\$ millions)	7258	6,794	6,627	6,348
Operating expenses (US\$ millions)	4471	4,134	4,280	4,370
Depreciation (US\$ millions)	113	116	140	177
Amortization of computer software (US\$ millions)	618	512	485	474
Amortization of other identifiable assets (US\$ millions)	91	97	99	119
Other operating losses, gains, net (US\$ millions)	144	397	211	34
Operating profit (US\$ millions)	2109	2,332	1,834	1,242
Earnings from continuing operations (US\$ millions)	2192	2,646	1,391	5,687
Net earnings (US\$ millions)	2207	2695	1338	5689
Basic earnings per share (US\$)	4.89	5.81	2.76	11.53
Social impact data				
Corporate Match (US\$)	695,000	706,000	737,000	710,000
Volunteering hours	51,000	61,000	68,000	67,000
Volunteer Rewards (US\$)	485,000	Started in 2024	Started in 2024	Started in 2024
Social Impact Institute Grants (US\$)	1,130,000	Started in 2024	Started in 2024	Started in 2024

Environment data	2024	2023	2022	2021
Total carbon dioxide (CO2) emissions (location - tonnes)*	61,000	64,000	64,000	59,000
Total CO2 emissions (market - tonnes)**	24,000	14,800	14,000	8,800
Scope 1***	5,700	4,000	4,200	3,900
Scope 2 (electric - location)*	37,000	49,000	49,000	50,000
Scope 2 (electric - market)**	0	0	0	0
Scope 2 (leased heat + other purchased energy)	2,300	2,400	2,500	2,800
Scope 3 (category 6 - business travel)****	16,000	8,400	7,700	2,100
Electricity used (kWh)	86,780,000	105,976,000	107,784,000	113,461,000
Renewable electricity used (kWh)*****	86,780,000	105,976,000	107,784,000	113,461,000
Emissions per US\$ million (tonnes)	8.46	9.37	9.61	9.32
% of suppliers by spend that have committed to Science Based Targets	44	41	33	27

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).

** A market-based method reflects emissions from electricity that companies have purposefully chosen. These data points contribute to SDG 12 (Responsible Production and Consumption) and 13 (Climate Action).

*** Emissions from Refrigerants have been added to Scope 1 in 2024

**** Emissions from Taxi and Rideshares, and Hotel Stays have been added to Scope 3 in 2024

***** Renewable energy credits not yet retired.

Policies

[Environment, Health & Safety Policy](#)[Digital Accessibility Policy](#)[Modern Slavery Statement](#)[Data Security](#)[Human Rights Policy](#)[Supply Chain Ethical Code](#)[Trust Principles](#)[Code of Business Conduct and Ethics](#)[Data Privacy Statement](#)

Additional information

In-depth analysis on Thomson Reuters environmental data can be found in our annual CDP disclosure at www.cdp.net

[Thomson Reuters Environmental Verification Statement](#)

Data Security

Accounting metric	Code	Disclosure
Description of approach to identifying and addressing data security risk	SV-PS-230a.1	We implement a wide range of security policies, standards, technology, and practices, which are integrated in our overall enterprise risk management framework. Under the leadership of our Chief Operations & Technology Officer, teams across the organization play a critical role in identifying, assessing, responding, monitoring, and reporting risks under the guidelines of the enterprise risk management framework. Our Information Security Risk Management (ISRM) team who is responsible for operating and enhancing our security capabilities, based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF) and Capability Maturity Model (CMMI), to help prevent, detect, and respond to cybersecurity threats. Our Chief Operations & Technology Officer is in charge of the management of cybersecurity risks as an important component of our overall enterprise risk management framework. Our Board of Directors is responsible for confirming that a system is in place to identify the principal risks facing Thomson Reuters and that appropriate procedures and systems are in place to monitor, mitigate and manage those risks. The Board of Directors, through its committees, periodically receives reports from or meets with members of management to discuss material enterprise risks, including cybersecurity risks.
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Thomson Reuters respects the privacy rights of our customers and their users and is committed to protecting their customer personal information. In the ordinary course of business, we may collect, store, use, and transmit certain types of personal information from our customers, who are subject to an increasing number of different data protection laws and regulations, which vary by jurisdiction (and may include, without limitation, the EU General Data Protection Regulation (GDPR) and various U.S. state and federal laws and regulations). These data protection laws and regulations are continuously evolving. We have implemented our Thomson Reuters Privacy Statement, which generally explains how we collect, handle, store, and protect personal information in the context of our services. However, where we process customer personal information on behalf of our customers as a processor to them, our policy is to enter into agreements with these customers which may further restrict how we may collect, handle, store, and protect that customer personal information in accordance with our agreement.
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	Similar to other large global information companies, Thomson Reuters experiences cyber-threats and cyber-attacks. We have dedicated resources at our company who are responsible for maintaining appropriate levels of cybersecurity and protecting our customers' data and our internal data. Thomson Reuters is also dependent on security measures that some of its third-party suppliers and customers are taking to protect their own systems, infrastructures and cloud-based applications and services. We seek to mitigate these risks through our ability to escalate and respond to known and potential risks through our Enterprise Security Incident Management processes. We also maintain what we believe is sufficient insurance coverage that may (subject to certain policy terms and conditions including self-insured deductibles) cover certain aspects of thirdparty security and cyber-risks and business interruption. Our incident response program is designed to ensure that all security incidents or data breaches that are required to be reported to regulatory bodies, in our public filings, and/or members of the public and media are so properly reported. The existence (or non-existence) of non-reportable security incidents or data breaches is considered company confidential and is not shared with third parties, except as required by contract or applicable law.

Professional Integrity

Accounting metric	Code	Disclosure
Description of approach to ensuring professional integrity	SV-PS-510a.1	The Thomson Reuters Code of Business Conduct and Ethics (Code) sets out the standards we expect our employees to follow. It requires Thomson Reuters employees to conduct themselves and our business at the highest ethical standards, with integrity, and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The full text of the Code policy is provided here. Thomson Reuters is committed to developing strong business relationships with high quality suppliers that have committed to operate under ethical standards equivalent to our own, such that their business practices are consistent with the needs and expectations of Thomson Reuters customers, investors, and the global community we serve. Our Supply Chain Ethical Code applies to our suppliers worldwide and seeks to encourage comparable standards of behavior, driving commitment to ethical improvements through our supply chain. Thomson Reuters Trust Principles are fundamental to our entire business. The Trust Principles are published here. The Trust Principles include a requirement that the integrity, independence, and freedom from bias of Thomson Reuters shall at all times be fully preserved, as well as other principles.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Not currently disclosed

Activity Metrics

Accounting metric	Code	Disclosure
Number of employees by: (1) Full Time and Part Time, (2) Temporary, and (3) contract	SV-PS-000.A	Thomson Reuters has 26,400 employees stationed throughout the world. 14,100 come from the Americas, 8,300 come from the Asian Pacific region, and 4,000 come from the European, Middle East, and African regions (EMEA).
Employee hours worked, percentage billable	SV-PS-000.B	Not currently disclosed

