



We are now Refinitiv, formerly the Financial and Risk business of Thomson Reuters. We've set a bold course for the future – both ours and yours – and are introducing our new brand to the world.

As our brand migration will be gradual, you will see traces of our past through documentation, videos, and digital platforms.

Thank you for joining us on our brand journey.



**REFINITIV**<sup>TM</sup>

The Refinitiv logo, which is a blue L-shaped graphic with a diagonal line extending from the bottom-right corner of the vertical bar.

# Thomson Reuters Benchmarks Whistleblowing Statement

Thomson Reuters ('TR') and Thomson Reuters Benchmark Services Limited (TRBSL), a division of TR, administer specific 'benchmarks' published to facilitate business and investments throughout the world and specifically within the financial services industry.

The integrity of benchmark data is of supreme importance to multiple stakeholders and more widely the integrity of the financial services industry. The intent of this statement is to encourage any person on any anonymous basis to alert the Thomson Reuters Group of conduct that may involve manipulation, or attempted manipulation, of the benchmark(s) TRBSL or TR administers, calculates, and/or publishes.

In order to ensure the integrity of published benchmarks are accurate and generated from reliable, correct data, TR applies controls, including monitoring, training, and where necessary, investigations.

Importantly, TR has implemented a whistleblowing process to encourage and facilitate the reporting of any concerns in regards to the integrity of a benchmark and the process for submitting data, administering, calculating and publishing a benchmark. This applies both internally to TRBSL and TR employees, as well as persons outside of TR who have any concerns or suspicions about the accuracy of data or the behavior of any person/party connected to the publication and use of benchmark data.

The directors of TRBSL and the directors of TR fully support whistleblowing and are committed to protecting whistleblowers, the important information they provide and more widely, the integrity of the whistleblowing processes within TRBSL and TR. Consequently all persons who are considering reporting their concerns in good faith can be assured that your concerns will be taken seriously, your identity will be protected and if you are a TR employee you will be protected from detrimental treatment, retaliation or employment harassment.

The commitment TR has made to this important area of corporate governance includes training and the recruitment of persons who have previously blown the whistle. Hence TRBSL and TR do not fear whistleblowing; on the contrary it is seen as a key control within the corporate governance of business and is designed to protect all stakeholders, including our clients and the communities the benchmark data serves.

## GUIDE TO REPORTING

There is no prescribed format for filing a whistleblowing report, this way those seeking to report are in no way restricted by difficulties in locating prescribed documents.

Rather, TR encourages those to engage with and report any suspicious activity using the following medium: [whistleblowing.benchmarks@thomsonreuters.com](mailto:whistleblowing.benchmarks@thomsonreuters.com)

Please include as much detail in your notification as practicable, including the nature of the suspicion or actual evidence relating to the manipulation of a benchmark. Your privacy and protection is of the utmost importance to Thomson Reuters.

