

# COMMUNITY INVESTMENT AND CHARITABLE GIVING POLICY

At Refinitiv we know that what we do matters. This policy outlines the different ways in which Refinitiv, as a global organization, supports its local communities and leverages the passions of our employees.

## **Recognized charities and community organizations**

Our policy and programs are intended to support community organizations registered as charitable by the relevant country and provided they have their own financial records.

In 2020, to best support the needs of local communities impacted by the coronavirus pandemic, volunteering activities undertaken by our colleagues will not be restricted to registered charities.

## **Colleague crowdfunding and non-charitable giving**

Refinitiv will not financially contribute to any non-charitable entities such as through crowdfunding or direct donations. Employees who wish to crowdfund or donate funds to a non-charitable entity are not restricted from doing so provided they use personal communication channels and do not use company resources. Any fundraising for non-charitable entities should be strictly voluntary.

## **Refinitiv Charities**

Refinitiv Charities is a registered charity in England and Wales (1182952), which makes charitable grants to support a growing list of global and local causes. The charity receives its funding from corporate donations and TicketAid, an open-access philanthropic alternative to the secondary ticket market. Refinitiv Charities will only make donations to charities as approved by the board of trustees which fulfil the parameters of the charity's giving guidelines.

## Volunteering

Refinitiv encourages permanent employees from across our global business to take part in community volunteering activities. We offer all regular full-time and part-time\* colleagues paid volunteering time off for 2 days (16 hours) per calendar year.

This has been extended to 3 days (24 hours) in 2020, to help support our local communities during the coronavirus pandemic.

\*Part-time employees are eligible if their regularly scheduled hours are 20 or more per week. Multiply the number of hours worked in a day by two; the result is the annual number of hours eligible for paid time off to volunteer (4 hours a day x 2 = 8 hours a year).

## Funds to support volunteering and fundraising or regular giving

Each colleague receives a US \$1,000 charitable allocation per calendar year (donated in local currency), accessed through our Volunteer Grants and Matching Gifts programs, to support recognized charitable organizations.

## Matching Gifts

We support the important financial contributions made by our colleagues to their chosen charitable Organizations, through our Matching Gifts program. Open to all regular colleagues, personal donations and fundraising efforts are matched by the company from US \$50 up to US \$1,000 (in local currency) per calendar year.

## Volunteer Grants

We recognize volunteering time, in and out of working hours, to a charitable organization is important to our colleagues. That's why we offer Volunteer Grants of US \$500 (20 hours) – US \$1,000 (40 hours) for volunteering time dedicated to the same charity.

## Recognized charities and community organizations

Through our standard policy and our programs we support organizations that are registered as a charity not-for-profit or tax exempt organizations and accredited schools. The values of the organizations must align with our own. Refinitiv maintains the right to limit support to an organization if it fails to provide relevant evidence of its charitable status.

The company will not support employee volunteering efforts for organizations that discriminate; organizations, private foundations or programs that fund terrorist groups or activities; political causes, candidates, organizations or campaigns; or religious organizations for denominational or religious purposes. The company reserves the right also to withhold support for other charities or for particular campaigns that it deems violates the spirit and intention of this policy.

## Reviewing and updating

This policy applies to all Refinitiv offices and regular colleagues across the globe and will be reviewed and revised on an annual basis. The Executive Committee will receive an annual report on this policy, its implementation and our performance.

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