



Thomson Reuters Must Address Human Rights Risks in its Transition to a Technology & AI Business

Shareholder Proposal

The B.C. Government and Service Employees' Union (BCGEU) has filed a shareholder proposal to be considered at Thomson Reuters's 2021 annual general meeting of shareholders on June 9, 2021. The Proposal asks the board to ensure human rights risks are being adequately assessed and mitigated.

Thomson Reuters has evolved from historically a media company into a technology company. The announcement of its "Change Program" in 2021 embraces this change. The Company will increasingly rely on Artificial Intelligence and machine learning to grow revenues. Thomson Reuters has increased the size of its government business by over 150% in the last 5 years.¹ It sees its U.S. government business a key driver for growth, estimating the U.S. government market becoming a \$3 billion segment.²

As a technology business, Thomson Reuters lacks the critical risk mitigation safeguards that its technology company peers are employing, heightening the risks of adverse human rights impacts through the use of the company's products.

Ongoing Contracts with U.S. Immigration and Customs Enforcement

Thomson Reuters has made its products such as CLEAR® available to ICE, which has been used to track and arrest immigrants on a massive scale.³ By using private commercial data brokers such as Thomson Reuters, governments can circumvent barriers that would otherwise prevent them from collecting personal information.⁴

In its response to our proposal, Thomson Reuters states that its contract with ICE has expired. However, there are at least two current Thomson Reuters contracts with the US Department of Homeland Security that involve electronic intelligence research tools and data analysis.⁵

Whither the Trust Principles?

Thomson Reuters has failed to adapt its risk management practices to the evolving nature of its business. The result is a mismatch between the risks Thomson Reuters faces, and the framework – or lack thereof – it employs to manage those risks. BCGEU's 2020 shareholder proposal asked Thomson Reuters to demonstrate how it assessed and mitigated the potential for adverse human rights impacts through the use of its products. In its response, Thomson Reuters pointed to its Trust Principles. However, in its response to the 2021 proposal, Thomson Reuters makes no mention of its Trust Principles. If Thomson Reuters is no longer being guided by the

Trust Principles, then by what principles is it being guided? Thomson Reuters has said in the past that the Trust Principles "underpin our business decisions and our commercial principles".

Since the Trust Principles have been embedded into Thomson Reuters articles and share structure, BCGEU has been advised that any movement away from the Trust Principles will require Thomson Reuters to conduct a shareholder vote.

Failure to Invoke the UNGPs

Thomson Reuters says there is no uniform approach to addressing human rights risk, and as such has not adopted any approach. However, its true peers (including Microsoft, Amazon, IBM, Wolters Kluwer, RELX (owner of Thomson Reuters's competitor, LexisNexis), salesforce.com and Neilsen) have recognized that their products could be used in a way that could cause harm to others and thus pose human rights risk, and they have adopted a different risk management framework, one that attempts to specifically address and mitigate human rights risk: the UN Guiding Principles on Business and Human Rights (UNGPs). The UNGPs require human rights due diligence and engagement with affected stakeholders. Thomson Reuters has done neither.

Certain prominent peers have also acted upon the UNGPs by halting potential undesirable product use. In 2020 Microsoft, Amazon and IBM each announced that they would be restricting development/sales of facial recognition technology by law enforcement because of concerns over how such technology could be used.

As a result, Thomson Reuters shareholders are fully exposed to the reputational and human rights risks resulting from any undesirable uses of its products. Such risks will only increase as Thomson Reuters's Change Program, which relies on Artificial Intelligence and machine learning, is implemented.

VOTE FOR THE BCGEU SHAREHOLDER PROPOSAL AT THE THOMSON REUTERS AGM

Meeting date: June 9, 2021

Proxy cut-off date: June 7, 2020

Voting Information: <https://ir.thomsonreuters.com/news-and-events/annual-shareholder-meeting>

NOTE: This is not a solicitation of authority to vote your proxy. Please DO NOT send us your proxy card; BCGEU is not able to vote your proxies, nor does this communication contemplate such an event. BCGEU urges shareholders to vote FOR its shareholder proposal at Thomson Reuters following the instructions provided on management's proxy mailing.

¹ <https://ir.thomsonreuters.com/static-files/01d63105-b593-4d91-9f8a-8ef04bca974c>, page 17

² <https://ir.thomsonreuters.com/static-files/ce71a004-8548-4ba7-be43-1a4968360e97>, page 6

³ <https://www.nytimes.com/2019/10/02/magazine/ice-surveillance-deportation.html>

⁴ <https://theintercept.com/2019/12/22/ice-social-media-surveillance/>

⁵ https://www.usaspending.gov/award/CONT_AWD_70B03C19P00000624_7014_-NONE_-NONE