

<p style="text-align: center;"><b>Form 5500</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p style="font-size: small;">This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; font-weight: bold; text-align: center;">2023</p> <hr/> <p style="font-weight: bold; text-align: center;">This Form is Open to Public Inspection</p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . .

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . .

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>THOMSON REUTERS GROUP PENSION PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>THOMSON REUTERS HOLDINGS INC.</u></p> <p><u>2900 AMES CROSSING ROAD</u> <u>SUITE 100</u> <u>EAGAN, MN 55121</u></p>	<p><b>1c</b> Effective date of plan <u>04/01/1971</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>06-1497995</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>651-687-7000</u></p> <p><b>2d</b> Business code (see instructions) <u>519100</u></p>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/11/2024	APRIL CHRISTENSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

**Form 5500**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security  
Administration

Pension Benefit Guaranty Corporation

**Annual Return/Report of Employee Benefit Plan**

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110  
1210-0089

**2023**

**This Form is Open to Public Inspection**

**Part I Annual Report Identification Information**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

- A** This return/report is for:
  - a multiemployer plan
  - a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
  - a single-employer plan
  - a DFE (specify) \_\_\_\_\_
- B** This return/report is:
  - the first return/report
  - the final return/report
  - an amended return/report
  - a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here. . . . . ▶
- D** Check box if filing under:
  - Form 5558
  - automatic extension
  - the DFVC program
  - special extension (enter description)
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

**Part II Basic Plan Information—enter all requested information**

<b>1a</b> Name of plan THOMSON REUTERS GROUP PENSION PLAN	<b>1b</b> Three-digit plan number (PN) ▶ <u>001</u>
<b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)  THOMSON REUTERS HOLDINGS INC.   2900 AMES CROSSING ROAD SUITE 100 EAGAN MN 55121	<b>1c</b> Effective date of plan <u>04/01/1971</u>  <b>2b</b> Employer Identification Number (EIN) <u>06-1497995</u>  <b>2c</b> Plan Sponsor's telephone number <u>651-687-7000</u>  <b>2d</b> Business code (see instructions) <u>519100</u>

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

<b>SIGN HERE</b>		10/11/2024	April Christenson
	<b>Signature of plan administrator</b>	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	<b>Signature of employer/plan sponsor</b>	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	<b>Signature of DFE</b>	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2023)  
v. & \$\$\$&

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		<b>3b</b> Administrator's EIN	
		<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		<b>4b</b> EIN	
<b>a</b> Sponsor's name		<b>4d</b> PN	
<b>c</b> Plan Name			
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	12,483	
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).			
<b>6a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	1,889	
<b>6a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	1,648	
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b>	3,395	
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	6,919	
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b>	11,962	
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....	<b>6e</b>	226	
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b>	12,188	
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item).....	<b>6g(1)</b>		
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	<b>6g(2)</b>		
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6h</b>	0	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>		

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 1A 1C 1I 3H

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

<b>9a</b> Plan funding arrangement (check all that apply)		<b>9b</b> Plan benefit arrangement (check all that apply)	
(1) <input checked="" type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor
(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor		
(4) <input type="checkbox"/> General assets of the sponsor			

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

- (1)  **R** (Retirement Plan Information)
- (2)  **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)  **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached   1
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

If "Yes" is checked, complete lines 11b and 11c.

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**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

**11c** Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2023

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2023	351,773,497	15.00000	351,773,497	32,215,667
Total				351,773,497	32,215,667

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Schedule SB, Line 25 Change in Method

The method for determining the actuarial valuation of assets changed from market value of assets to average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
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# SCHEDULE SB ATTACHMENTS

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## Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

See Schedule SB, Part V – Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

<u>Age</u>	<u>Rate of Retirement</u>	<u>Population Survivorship</u>	<u>Number Retiring</u>	<u>Weighted Retirement by Age</u>	<u>Average Retirement Age</u>
55	0.1000	100,000	10,000	550,000	
56	0.1000	90,000	9,000	504,000	
57	0.1000	81,000	8,100	461,700	
58	0.1000	72,900	7,290	422,820	
59	0.1000	65,610	6,561	387,099	
60	0.1100	59,049	6,495	389,723	
61	0.1100	52,554	5,781	352,635	
62	0.2000	46,773	9,355	579,982	
63	0.2000	37,418	7,484	471,469	
64	0.2000	29,935	5,987	383,162	
65	0.2500	23,948	5,987	389,149	
66	0.3000	17,961	5,388	355,622	
67	0.3500	12,573	4,400	294,825	
68	0.3500	8,172	2,860	194,497	
69	0.3500	5,312	1,859	128,282	
70	1.0000	3,453	<u>3,453</u>	<u>241,691</u>	
Total		706,656	100,000	6,106,656	61.0

Plan Name: Thomson Reuters Group Pension Plan  
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# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Statement of Actuarial Assumptions/Methods

### Economic Assumptions

#### Interest rate basis:

Applicable month	September 2022
Interest rate basis	Segment rates

Interest rates:	Reflecting Corridors	Not Reflecting Corridors
First segment rate	4.75%	1.41%
Second segment rate	5.00%	3.09%
Third segment rate	5.74%	3.58%
Effective interest rate	5.32%	3.30%

#### Annual rates of increase:

Cash Balance Interest crediting rate	4.50%
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### Demographic Assumptions

**Inclusion date** The valuation date coincident with or next following the date on which the employee becomes a participant. Plan is closed to new entrants as of March 1, 2006 and frozen to all participants as of January 1, 2023.

**New or rehired employees** It was assumed there will be no new or rehired employees.

#### Mortality

- **Healthy and Disabled** Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

**Termination**

Rates varying by age

**Representative Termination Rates**

Percentage leaving during the year	
Age	Rate
20 – 35	.11
35	.10
36	.09
37	.08
38 – 53	.07
54	.08
55	.09
56 – 59	.10
60 and over	.15

**Disability**

1987 Commissioners Group Disability Table six-month incidence rates, reduced by 90% factor to reflect actual experience. Rates varying by age and sex

**Representative Disability Rates**

Percentage becoming disabled during the year		
Age	Males	Females
20	.00008	.00010
25	.00009	.00012
30	.00011	.00016
35	.00014	.00023
40	.00020	.00031
45	.00036	.00046
50	.00066	.00073
55	.00119	.00107
60	.00167	.00125

**Retirement**

Rates varying by age

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage retiring during the year	
Age	Rate
55-59	.10
60-61	.11
62-64	.20
65	.25
66	.30
67-69	.35
70 and over	1.00

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
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 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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**Benefit commencement date:**

- Preretirement death benefit      Surviving spouse benefits commence at the later of the death of the active participant or the date the participant would have qualified for early retirement.
- Deferred vested benefit      Future terminated vested – the later of age 62 or termination of employment

Current terminated vested – Rates of retirement varying by age

Percentage assumed to retire during the year	
Age	Rate
55-61	5%
62-64	10%
65 and over	100%

- Disability benefit      Age 65.
- Retirement benefit      Later of early retirement or termination of employment.

**Terminated vested assumptions**

- Retroactive payments      For terminated vested participants over age 65, the value of monthly benefits from the later of date of termination or age 65 until the valuation date are assumed to be paid in a single lump sum at the valuation date.
- Forfeiture assumption      For terminated vested participants currently age 75 or older who cannot be located, benefits are assumed to be 100% forfeited.

Plan Name:            Thomson Reuters Group Pension Plan  
 EIN / PN:            06-1497995/001  
 Plan Sponsor:        Thomson Reuters Holdings Inc.  
 Valuation Date:     January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Form of payment

Retirement, termination and terminated vested benefit

### Active participants with West benefit

Form of payment	Election Percentages for a Single Participant	Election Percentages for a Married Participant
Life annuity	59.5%	38.5%
Life annuity with 10 year certain period	10.5%	10.5%
50% contingent annuity	0.0%	10.5%
100% contingent annuity	0.0%	10.5%
Lump Sum payment	30.0%	30.0%

### Active participants with non-West benefit and Terminated vested participants

Form of payment	Election Percentages for a Single Participant	Election Percentages for a Married Participant
Life annuity	34.0%	22.0%
Life annuity with 10 year certain period	6.0%	6.0%
50% contingent annuity	0.0%	6.0%
100% contingent annuity	0.0%	6.0%
Lump Sum payment	60.0%	60.0%

Deferred disability benefits

Form of payment	Election Percentages for a Single Participant	Election Percentages for a Married Participant
Life annuity	85.0%	55.0%
Life annuity with 10 year certain period	15.0%	15.0%
50% contingent annuity	0.0%	15.0%
100% contingent annuity	0.0%	15.0%

For immediate disability retirement, 100% life annuity

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
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 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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Lump sums are valued by determining the amount payable at age 65 and then discounting this amount for interest and mortality to attained age.

No participants are assumed to elect a Level Income Option annuity or a 75% Joint and Survivor Annuity.

## Cash balance conversion

- Interest September 2022 segment rates (reflecting corridors)
- Mortality IRS 2022 Prescribed 417(e) Unisex mortality

## Lump sum payment conversion

- Interest September 2022 segment rates
- Mortality IRS 2022 Prescribed 417(e) Unisex mortality

**Percent married** 80% of males; 60% of females used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.

**Spouse age** Wife three years younger than husband.

**Administrative expenses** The amount included this year in the target normal cost for plan-related expenses is \$11,000,000.

**Postretirement death benefit** For future West inactives, average postretirement death benefit is calculated based on plan formula and years of service.

For current West inactives, this benefit is provided in the valuation data.

**At-risk assumptions** For at-risk calculations, all participants eligible to elect benefits during the current and subsequent ten plan years are assumed to commence benefits at the earliest possible date under the plan, but not before the end of the current plan year, except in accordance with the regular valuation assumptions. In addition, all participants (not just those eligible to begin benefits within the next 11 years) are assumed to elect the most valuable form of benefit under the plan.

**Timing of benefits** Annuity payments are payable at the beginning of the month and lump sum payments are payable on date of decrement.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
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Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Methods

<b>Valuation date</b>	First day of plan year
<b>Funding target</b>	<p>Present value of accrued benefits as required by regulations under IRC §430.</p> <p>The IRC §430 regulations describe the required methodology for attributing benefits among Funding Target, current year Target Normal Cost, and future years' Target Normal Costs for disability benefits, Social Security benefits, death benefits and other ancillary benefits. For most such benefits, the required attribution methodology is clear.</p>
<b>Target normal cost</b>	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year as required by regulations under IRC §430.
<b>Decrement timing</b>	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
<b>Actuarial value of assets</b>	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year.) The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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**Benefits not valued** All benefits described in the Plan Provisions section of this report were valued. Willis Towers Watson has reviewed the plan provisions with Thomson Reuters Holdings, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

## Sources of Data and Other Information

Thomson Reuters' third party administrator, Aight Solutions, furnished participant data and supplemental information as of 1/1/2023. We reviewed the data for reasonability, consistency, and completeness and did further research where the data were inconsistent with data provided for the 2022 valuation. We questioned discrepancies and made changes to the data only if supported by guidance provided by Aight Solutions and Thomson Reuters. The data action plan can be found in the June 30, 2023 email to Thomson Reuters. Data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

## Assumptions Rationale - Significant Economic Assumptions

<b>Discount rate</b>	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
<b>Cash balance interest crediting rate for Newspapers Cash Balance amounts</b>	The plan credits interest to cash balance accounts using the 1-year T-bill rate plus 1%, but with a minimum interest credit rate of 4.50%. We believe that the selected assumption of 4.50% does not significantly conflict with what would be reasonable based on a combination of market conditions at the measurement date and future expectations consistent with other economic assumptions used, other than the discount rate.
<b>Annuity conversion rate for Newspapers Cash Balance amounts</b>	The cash balance account is converted to an annuity using IRC §430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.
<b>Lump sum conversion rate</b>	As required by IRC §430, lump sum benefits are valued using "annuity substitution" so that the interest rates assumed are effectively the same as described above for the discount rates.
<b>Administrative expenses</b>	Administrative expenses are estimated by determining the expected actual expenses for the coming year, reflecting items like expected PBGC premiums and the actual expenses paid from the trust the preceding year.

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# SCHEDULE SB ATTACHMENTS

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## Assumptions Rationale - Significant Demographic Assumptions

<b>Healthy Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).
<b>Disabled Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).
<b>Termination</b>	Termination rates were based on an experience study conducted in 2018, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
<b>Disability</b>	<p>Disability rates were based on a published table for pension participants believed to have reasonably similar characteristics participating in pension plans with similar disability provisions. We have adjusted the disability rates from the published table by a reduction factor of 90% to better reflect actual experience.</p> <p>Assumed disability rates differ by gender because of expected differences in disability rates by gender.</p>
<b>Retirement</b>	Retirement rates were based on an experience study conducted in 2018, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
<b>Form of payment</b>	<p>The percentage of retiring participants assumed to take a lump sums represents a best estimate of future experience based on on observed experience over the period 2015-2017 from the TRG Pension Plan.</p> <p>The percentage of retirees assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on observed experience over the period 2015-2017.</p>

## Source of Prescribed Methods

<b>Funding methods</b>	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.
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Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Change in Assumptions and Methods

### Change in assumptions since prior valuation

The mortality projection scale used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC §430.

The segment interest rates used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC 430.

The mortality table used for lump sum determinations was changed from the table prescribed by the IRS for lump sums payable in 2022 to the table prescribed by the IRS for lump sums payable in 2023

### Change in methods since prior valuation

The method for determining the actuarial valuation of assets changed from market value of assets to average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Part V Summary of Plan Provisions

### Thomson Reuters Group Pension Plan

The Plan provides benefits to various Employers that have adopted the Plan.

During 2000, Thomson Newspapers Inc. was sold and active participants as of the date of the sale became fully vested. Plan provisions relating to Newspapers participants are described separately.

Effective January 1, 2001 the West Publishing Company Employee Pension Plan was merged into the Plan. Plan provisions relating to these participants are described separately. Certain West employees' benefits will be based solely on the West provisions and others are based on the West provisions for service to July 31, 2001 and the Holding provisions for post July 31, 2001 service.

Effective April 1, 2001, Jane's Information Inc. sold substantially all of its assets to Jane's Information Group, Inc. which is not a controlled group member. The employees affected by this sale continued to participate in the Plan, causing the Plan to become a multiple employer plan. In addition, effective May 31, 2003, Jane's opted out of the Pension Plan, thus excluding new employees hired after May 31, 2003 from plan participation. Effective July 28, 2007, Jane's participants ceased accruing benefits under the plan. The Jane's portion of the plan was terminated during 2008 and IRS approval of the termination was received in 2008. These benefits were distributed in January 2010 and the Plan is no longer a multiple employer plan.

Effective November 1, 2001, The Thomson Harcourt Retirement Plan was merged into the Plan. Plan provisions relating to these participants are described separately. As of January 1, 2002, Harcourt employees' benefits will be based on the Holdings formula for service post December 31, 2001 and the Harcourt formula for pre 2002 service.

Effective March 1, 2006, employees hired on or after March 1, 2006 are not eligible for plan participation.

- If on or after March 1, 2006, a former employee who was a participant as of his date of termination is rehired to any employer who is a U.S. controlled group member he shall continue to accrue Benefit Service under the Plan only if this break in service is less three years.
- Effective January 1, 2009, the preceding bullet was amended to reduce the period of absence upon which an employee is eligible to participate in the Plan upon rehire from three years to one year.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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Also, as of March 1, 2006, new provisions became applicable to participants transferring to or from non-participating employers. General rules are described below:

## Transfers of Employment from Participating Employer

- If, on or after March 1, 2006, a participant transfers from an employer who sponsors the Plan to an employer who is a U.S. controlled group member or Jane's (participating or non-participating employer) and on the date of such transfer is accruing Benefit Service, he shall continue to accrue Benefit and Vesting Service under the Plan, his Final Average Compensation shall reflect his compensation from each controlled group member and his accrued benefit shall be based on the Plan provisions applicable to him immediately preceding his transfer date. If the employee transfers to a country that sponsors a DB Plan, and if they become a participant of that Plan, they get back into the Plan if they return to the US. If they transfer to a country where they do not participate in a DB Plan while in that country, they (immediately upon transferring) lose the ability to get back into the Plan if they ever return to the US.

## Transfers of Employment from Non-Participating Employer

- If an employee commences employment with a non-participating employer prior to March 1, 2006 and transfers to a U.S. controlled group member or Jane's on or after March 1, 2006, such employee shall not be eligible to participate in the Plan.
- If, on or after March 1, 2006, a participant transfers from a non-participating employer (i.e. is not accruing benefit service under the Plan) to any employer who is a U.S. controlled group member or Jane's, (participating or non-participating employer) he shall continue to accrue Vesting Service but not Benefit Service under the Plan.

Effective June 1, 2008, the plan name was changed to the Thomson Reuters Group Pension Plan.

Effective January 1, 2023, benefit accruals are frozen.

## Thomson Reuters Holdings Inc. and Jane's Information

<b>Effective Date</b>	October 1, 1982.
<b>Participation Date</b>	All participants of the prior plan who were still participants on October 1, 1982. All other employees shall become participants after completion of a year of eligibility service and attainment of age 21. Employees hired on or after March 1, 2006 are not eligible for Plan participation.

Plan Name:	Thomson Reuters Group Pension Plan
EIN / PN:	06-1497995/001
Plan Sponsor:	Thomson Reuters Holdings Inc.
Valuation Date:	January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Definitions

**Vesting Service**                      Years and months of service, excluding service before age 18, subject to the following restrictions:

- Employees who contributed to the prior plan are granted Vesting Service for the period during which they contributed.
- For all other employees, service before the dates in the following schedule is excluded from Vesting Service:

Plan Name:                      Thomson Reuters Group Pension Plan  
EIN / PN:                        06-1497995/001  
Plan Sponsor:                    Thomson Reuters Holdings Inc.  
Valuation Date:                January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Benefit Service

That portion of Vesting Service credited attributable to (a) any period of employment as an eligible employee after attainment of age 21 or (b) any period of Disability or while on a leave of absence if eligible at beginning of period. Service before the dates in the following schedule is excluded from Benefit Service:

<b>THOMSON LOCATION/ DIVISION/COMPANY:</b>	<b>Earliest Date for Vesting Service</b>	<b>Earliest Date for Benefit Service</b>
THOMSON INFORMATION/PUBLISHING GROUP	Date of Hire	Date of Hire
American Banker, The Bond Buyer	Date of Hire	Date of Hire
American Health Consultants Inc.	November 2, 1984	November 2, 1984 <sup>(1)</sup>
Autex Systems	June 19, 1985	June 19, 1985
Bancroft-Whitney Company	Date of Hire	Date of Hire
Centerwatch, Inc.	Later of Date of Hire or November 18, 1998	Later of Date of Hire or November 18, 1998 <sup>(1)</sup>
Center for Clinical Research Practice	August 1, 2000	August 1, 2000 <sup>(1)</sup>
Clark Boardman Callaghan- Deerfield, IL	Date of Hire	January 1, 1992
Clark Boardman Callaghan-New York, NY	Date of Hire	January 1, 1992
Computer Language Research	February 18, 1998	January 1, 1999 <sup>(2)</sup>
Delmar Publishers, Inc.	October 1, 1982	October 1, 1982
Derwent, Inc.	Date of Hire	Date of Hire
DMS Inc.	September 10, 1985	September 10, 1985
eMEDGUIDES	August 23, 2001	August 23, 2001 <sup>(1)</sup>
Findlaw	Date of Hire if employed by Findlaw on January 25, 2001; otherwise, March 1, 2001	January 25, 2001 if employed by Findlaw on January 25, 2001; otherwise, March 1, 2001
Frames Data	August 16, 1991	January 1, 1995
Gale Research Inc.	May 1, 1985	January 1, 1989
Greenhaven	Date of Hire <sup>(3)</sup>	April 1, 2001
Harcourt	Date of Hire	November 25, 1991
ILX Systems, Inc.	January 1, 1988	January 1, 1988

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
 Plan Sponsor: Thomson Reuters Holdings Inc.  
 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

Benefit Service (continued)	THOMSON LOCATION/ DIVISION/COMPANY:	Earliest Date for Vesting Service	Earliest Date for Benefit Service
	Information Access Company (IAC)	December 29, 1994 <sup>(4)</sup>	January 1, 2000
	Information America	Later of Date of Hire or November 14, 1994	January 1, 2001
	Information Handling Services	Date of Hire	January 1, 2001
	International Thomson Communications, Inc.	January 1, 1988	January 1, 1988
	International Thomson Industrial Press	Date of Hire	Date of Hire
	International Thomson Publishing, Inc. (Wadsworth)	Date of Hire	Date of Hire
	International Thomson Retail Press	January 1, 1988	January 1, 1988
	International Thomson Transport Press	October 6, 1980	October 6, 1980
	Jane's Information Group, Inc.	April 1, 1981	April 1, 1981 <sup>(5)</sup>
	Lawyers Co-Operative Publishing Company	Date of Hire	Date of Hire
	Linguistics International Inc.	Date of Hire	Date of Hire
	McKnight Medical Communications	June 2, 1986	June 2, 1986 <sup>(1)</sup>
	Medical Device Register	December 30, 1986	December 30, 1986 <sup>(1)</sup>
	Medical Economics Company, Inc.	October 1, 1982	October 1, 1982 <sup>(1)</sup>
	Medical Economics Data	October 1, 1982	October 1, 1982 <sup>(1)</sup>
	Medical Economics Dental	October 1, 1982	October 1, 1982 <sup>(1)</sup>
	Medical Library Reference (MLR)	Date of Hire <sup>(6)</sup>	January 1, 2000
	Medical Publishing	December 11, 1980	January 1, 1990 <sup>(1)</sup>
	Mitchell International	August 12, 1986	January 1, 1991
	Muller Data Corp.	January 1, 1988	January 1, 1988
	National Railway Publication Company	Date of Hire	July 1, 1981
	Pacific Shipper, Inc.	July 2, 1981	July 2, 1981
	Patient Care Communications, Inc.	October 1, 1982	October 1, 1982 <sup>(1)</sup>
	Physicians World	August 15, 2000	August 15, 2000 <sup>(1)</sup>
	Predicast	Date of Hire	Date of Hire
	Research Institute of America Inc. (Macmillan)	Date of Hire	September 21, 1991 <sup>(2)</sup>

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
 Plan Sponsor: Thomson Reuters Holdings Inc.  
 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Benefit Service (continued)

THOMSON LOCATION/ DIVISION/COMPANY:	Earliest Date for Vesting Service	Earliest Date for Benefit Service
Research Institute of America, Inc.	Date of Hire	Date of Hire <sup>(2)</sup>
Research Publications, Inc.	Date of Hire	Date of Hire
Responsive Database Services	Date of Hire <sup>(3)</sup>	January 1, 2001
Routledge Chapman and Hall	Date of Hire	Date of Hire
South-Western Publishing Company, Inc.	Date of Hire	January 1, 1992
Thomson Financial Publishing (Rand)	Date of Hire	April 24, 1990
Thomson & Thomson	Date of Hire	Date of Hire
Thomson Bankwatch, Inc.	March 17, 1989	March 17, 1989
Thomson Business Information, Inc.	Date of Hire	Date of Hire
Thomson Business Information, Inc.	Date of Hire	Date of Hire
Thomson Professional Publishing	Date of Hire	Date of Hire
Traffic Service Corporation	Date of Hire	Date of Hire
Asset Back Securities (formerly Trepp Information Services)	July 2, 1990	July 2, 1990
UTLAS International US Inc.	January 1, 1986	January 1, 1986
Van Nostrand Reinhold Company, Inc.	October 1, 1982	October 1, 1982
Veralex, Inc.	Date of Hire	Date of Hire
Veterinary Medicine Publishing Company	October 1, 1982	October 1, 1982 <sup>(1)</sup>
Warren Gorham Lamont	Date of Hire	Date of Hire <sup>(2)</sup>

- (1) Employees hired on or after April 1, 2002 are not eligible to participate under the Thomson Reuters Pension Plan.
- (2) Employees hired after September 8, 2000 are not eligible to participate under the Thomson Reuters Pension Plan.
- (3) Date of hire, if actively employed by the Company on the day before the Adoption Date April 1, 2001; otherwise April 1, 2001.
- (4) December 29, 1994 for employees who were employed by IAC on December 31, 1998 and were active on January 1, 2000; otherwise, January 1, 2000.
- (5) Employees hired on or after June 1, 2003 are not eligible to participate under the Thomson Reuters Pension Plan.
- Date of hire, if employed by MLR on July 31, 1999 and were active on January 1, 2000; otherwise, January 1, 2000.

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
 Plan Sponsor: Thomson Reuters Holdings Inc.  
 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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**Benefit Service  
Discontinuance  
Dates:**

**Benefit Service ceased for the following locations on the following dates:**

American Banker, The Bond Buyer	December 31, 1999
American Health Consultants Inc.	August 31, 2006
Autex Systems	July 31, 1990
Derwent Inc.	December 31, 2002
Education Direct, Inc. (EdDirect)	March 27, 2007
ILX Systems, Inc.	July 14, 1990
International Thomson Industrial Press	November 1, 1988
International Thomson Retail Press	February 28, 1990
International Thomson Transport Press	February 28, 1990
Jane's Information, Inc.	July 28, 2007
Mitchell	March 31, 2000
MRIC employees at Mitchell International	December 31, 1999
Muller Data Corp.	April 30, 1993
NETg	May 14, 2007
Predicast	December 31, 1992
Thomson Bankwatch, Inc.	December 31, 1991
Thomson Learning Companies (TL strategic business unit)	July 5, 2007
TME	April 13, 2007
Thomson Financial Publishing	December 31, 1999
Traffic Service Corporation	March 31, 1990

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**Compensation**

Earnings include salary, annual bonuses, overtime and commissions but exclude amounts such as severance payments, long-term incentive bonuses, amounts deferred under a nonqualified deferred compensation plan, stay bonuses paid in connection with a termination of employment, expense allowances, and expense reimbursements.

**Average  
Compensation**

The annual average of the 60 consecutive months of highest Compensation during the last 120 months before termination.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

**Covered Compensation Amount**                      A 35-year average of the Social Security wage bases ending in the year of Social Security Normal Retirement Age.

**Normal Form of Benefit Payment**                      Single participants – straight life annuity, Married participants – qualified 50% Joint and Survivor annuity actuarially reduced.

**Primary Social Security Amount**                      The Social Security benefit payable at age 65, assuming continuation of current earnings.

Plan Name:                      Thomson Reuters Group Pension Plan  
EIN / PN:                      06-1497995/001  
Plan Sponsor:                      Thomson Reuters Holdings Inc.  
Valuation Date:                      January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

## Annual Pension Benefit

### Section 1

The annual pension benefit is the sum of (i) and the greater of (ii) and (iii) below:

- (i) The benefit accrued by the participant as of October 1, 1982 under the prior plan.
- (ii) 1.15% of Average Compensation not greater than Covered Compensation Amount plus 1.60% of Average Compensation in excess of Covered Compensation Amount, all multiplied by years and months of Benefit Service (limited to 35 years).
- (iii) For participants of the prior plan who were actively employed at a covered unit on October 1, 1982 and who were age 50 or greater on October 1, 1982, the prior plan benefit as if it had continued to normal retirement date.

Note: The \$150,000 compensation limit effective January 1, 1994 has been implemented using the greater of (1) or (2) below. The \$200,000 compensation limit effective January 1, 2002 has been implemented by applying the \$200,000 compensation limit retroactively to all pay in the past, and indexing in the future as prescribed by law. In no event will the accrued benefit be less than the frozen benefit described in (1) below:

- (1) Frozen accrued retirement benefit on December 31, 1993;
- (2) Accrued retirement benefit based on the \$150,000 compensation limit (indexed) for all years of service.

### Section 2

#### **For Clark Boardman Callaghan - Deerfield, IL employees as of**

**December 31, 1991:** The annual pension benefit is the sum of (i) and (ii) below:

- (i) *For service before January 1, 1992:* 1.50% of Average Compensation at December 31, 1991 less .65% of Covered Compensation Amount (not greater than 3 year average earnings at December 31, 1991), all multiplied by years and months of Benefit Service at December 31, 1991, multiplied by the ratio of Average Compensation at retirement to Average Compensation at December 31, 1991.
- (ii) *For service after December 31, 1991:* 1.15% of Average Compensation after December 31, 1991 not greater than Covered Compensation Amount plus 1.60% of Average Compensation after December 31, 1991 in excess of Covered Compensation Amount, all multiplied by years and months of Benefit Service after December 31, 1991 (limited to 35 years).

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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**Annual Pension  
Benefit (continued)**

**Section 3**

**For Clark Boardman Callaghan - New York, NY employees as of December 31, 1991** the annual pension benefit is the sum of (i) and (ii) below:

- (i) *For service before January 1, 1992:* 24% of Average Compensation at December 31, 1991 not greater than Covered Compensation Amount, plus 40% of Average Compensation at December 31, 1991 in excess of Covered Compensation Amount, multiplied by ratio of years and months of Benefit Service at December 31, 1991 to projected years and months of Benefit Service at Normal Retirement multiplied by projected years and months of Benefit Service at Normal Retirement (maximum 25 years) divided by 25 years, all multiplied by ratio of Average Compensation at retirement to Average Compensation at December 31, 1991.
- (ii) *For service after December 31, 1991:* 1.15% of Average Compensation after December 31, 1991 not greater than Covered Compensation Amount plus 1.60% of Average Compensation after December 31, 1991 in excess of Covered Compensation Amount, all multiplied by years and months of Benefit Service after December 31, 1991 (limited to 35 years).

**Section 4**

**For employees at Lawyers Co-Operative Publishing Company, The Bancroft-Whitney Company, The Research Institute of America Inc. and Veralex, Inc., (LCP) as of December 31, 1991:** the annual pension benefit is the greater of (i) , (ii), (iii) and (iv) below:

- (i) The benefit based on all service using the formula in Section 1 (ii)
- (ii) 1.75% of participant's Compensation from date of entry
- (iii) 1.55% of Average Compensation times Benefit Service up to 25 years less .65% of Average Compensation up to Covered Compensation Amount times Benefit Service up to 25 years, plus .5% of Average Compensation times Benefit Service greater than 25 years but not greater than 35 years.

Benefits are reduced by any benefits otherwise payable under the original plan.

For participants who were covered under The Bancroft-Whitney Revised Retirement Plan prior to December 31, 1965, Section 4(iii) above shall apply only if the actuarial value of The Bancroft-Whitney retirement income, which is payable on a 10 year certain and continuous basis, when added to the actuarial value of the normal retirement income accrued under this plan and the revised plan after December 31, 1965, which is calculated on a life-only basis, is less than the actuarial value of the benefit described in Section 4(iii) above which is also calculated on a life-only basis.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

- (iv) 2.0% of Average Compensation at December 31, 1991 times Benefit Service at December 31, 1991 up to 25 years, minus 3.0% of the Primary Social Security Amount times Benefit Service at December 31, 1991 up to 25 years.

Annual Pension  
Benefit (continued)

## **Section 5**

**For Southern-Western Publishing Co. employees as of December 31, 1991:** The annual pension benefit is the sum of (i) and (ii) below:

- (i) *For service before January 1, 1992:* 1.25% of Average Compensation at December 31, 1991 times Benefit Service at Normal Retirement Date less 1.50% of Primary Social Security Amount times Benefit Service at Normal Retirement Date (may not exceed 50% of the Primary Social Security Amount) times Benefit Service at December 31, 1991 divided by Benefit Service at Normal Retirement Date, all multiplied by Average Compensation at Normal Retirement Date divided by Average Compensation at December 31, 1991.

For employees who were participants under the predecessor South-Western Publishing Co. plan on April 30, 1984, the benefit for service before January 1, 1992 will not be less than: 1.5% times Average Compensation at December 31, 1991 times Benefit Service at Normal Retirement Date less .75% times Primary Social Security Amount times Benefit Service at Normal Retirement Date (may not exceed 30% of the Primary Social Security Amount) less .8% times Average Compensation at December 31, 1991 times Benefit Service from April 30, 1984 to Normal Retirement Date, times Benefit Service at December 31, 1991 divided by Benefit Service at Normal Retirement Date times Average Compensation at Normal Retirement Date divided by Average Compensation at December 31, 1991.

- (ii) *For service after December 31, 1991:* 1.15% of Average Compensation after December 31, 1991 not greater than Covered Compensation Amount plus 1.60% of Average Compensation after December 31, 1991 in excess of Covered Compensation Amount, all multiplied by years and months of Benefit Service after December 31, 1991 (limited to 35 years).

## **Section 6**

**For Thomson & Thomson employees as of July 1, 1999:** The annual pension benefit of a participant who has 15 or more years of Benefit Service on his Normal or Deferred Retirement Date is 40% of Average Compensation, and the benefit is prorated (reduced) if service at Normal or Deferred Retirement Date is less than 15 years. If termination occurs before Normal Retirement Date, the benefit is additionally prorated by Benefit Service at termination divided by projected service at Normal Retirement Date (minimum 15 years of Benefit Service).

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

## Benefits paid upon the following events

### Normal Retirement

Eligibility                      Attainment of age 65 and completion of 5 years of Vesting Service.

Prospective Benefits        Annual Pension Benefit.

Plan Name:                      Thomson Reuters Group Pension Plan  
EIN / PN:                        06-1497995/001  
Plan Sponsor:                  Thomson Reuters Holdings Inc.  
Valuation Date:                January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

## Early Retirement

**Eligibility** Attainment of age 55 and completion of 10 Years of Vesting Service. Eligibility for LCP employees (at December 31, 1991) was age 55. Therefore, if an LCP employee retires prior to completing 10 Years of Vesting Service, the early retirement benefit will not include the Annual Pension Benefit Section 4(i).

**Prospective Benefits** Annual Pension Benefit reduced by 5/12ths of 1% for each month that commencement of payments precedes the participant's normal retirement date. These early retirement reductions apply only to the Annual Pension Benefit, Section 4(i) for LCP employees. These reductions do not apply to Thomson and Thomson employees (see below).

**For LCP employees: Early Retirement Reductions applicable to Annual Pension Benefit, Section 4(ii-iv)**

- (i) Covered Compensation Amount is calculated as if the participant had reached Social Security Normal Retirement Age in the year of termination.
- (ii) For participants who have completed 30 Years of Vesting Service, the benefit is reduced 5% for each year that commencement of the benefit precedes Social Security Normal Retirement Age minus 3 years.

For participants who have completed 20 Years of Vesting Service but less than 30, the benefit is reduced 5% for each year that commencement of the benefit precedes Social Security Normal Retirement Age.

For participants who have completed less than 20 Years of Vesting Service, the benefit is reduced 7% for each of the first 5 years and 5% for the next 5 years that commencement of the benefit precedes Social Security Normal Retirement Age.

The Covered Compensation offset portion of the Annual Pension Benefit, Section 4(iii) is instead reduced 1/15th for each of the first 3 years on or after age 62 and 5% for each year in excess of 3 years that commencement of benefit precedes Social Security Normal Retirement Age.

**For Thomson & Thomson employees:** Annual Pension Benefit reduced 6/10ths of 1% for each of the first 60 months and 3/10ths of 1% for each month in excess of 60 that commencement of benefit payments precedes normal retirement date.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Disability Benefits:

**Eligibility** Total and permanent disability and eligible to receive disability benefits under the Social Security Act.

**Prospective Benefits** Annual Pension Benefit assuming participant continued in active employment until normal retirement date and received earnings at his annual rate before disability.

**For Thomson & Thomson employees:**

- (i) Eligibility for Disability Retirement if eligible for long term disability payments under the company's LTD plan.
- (ii) An immediate Disability Retirement Benefit is payable based on the participant's vested accrued benefit at Disability Retirement Date, reduced for early retirement as described above from age 65 to age 55 and actuarially reduced for each month before age 55 by which Disability Retirement Benefits commence.

## Preretirement Spouses' Benefits

**Eligibility** Spouses of active participants who have earned a vested benefit under the plan (5 Years of Vesting Service or attained age 55 for LCP employees at 12/31/91, partial vesting at Thomson & Thomson) and terminated vested participants not yet in receipt of benefits.

**Prospective Benefits** The amount of benefit the spouse would have received at early retirement if the participant had terminated on the date of death, survived to the earliest retirement age, retired and elected the 50% contingent annuitant option, and then died.

## Postretirement Death Benefits

**Eligibility** The beneficiaries of all employees who die after commencement of retirement income.

**Prospective Benefits** Excess of the amount of an employee's contribution deposited in the Trust with interest over the total amount of retirement income paid to the retiree or his beneficiary. Benefits accrued to January 1, 1966 under the prior Bancroft-Whitney plan are guaranteed to be paid for a minimum of 10 years.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

## Postponed Retirement Benefits

Eligibility Employment beyond normal retirement date.

Prospective Benefits Annual Pension Benefit based on Years of Benefit Service and Average Compensation to postponed retirement date.

## Optional Forms of Benefits

50%, 75%, or 100% contingent annuitant option. For certain Thomson and Thomson participants, 50%, 75% or 100% contingent annuitant with a 10-year certain option.

10-year certain and continuous option.

Life annuity (married participants).

Level Income.

Lump Sum.

## Optional Forms of Payment Conversion Factors

Optional forms conversion (other than lump sums) based on IRS 2014 Prescribed 417(e)(3) Unisex Mortality and 6% interest.

Lump sum amount based on IRS Prescribed 417(e)(3) Unisex Mortality and the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made.

## Termination with Deferred Vested Benefits

Eligibility Completion of 5 Years of Vesting Service. For Thomson & Thomson employees, hired prior to 7/1/1999, the Vested Percentage is determined based on Years of Vesting Service as follows:

Vesting Service	Vested Percentage
Less than 3 years	0%
3 years	20%
4 years	40%
5 years	60%
6 years	80%
7 years or age 65	100%

Prospective Benefits Annual Pension Benefit based upon Years of Benefit Service to date of termination, payable at normal retirement date. LCP employees can begin receiving the December 31, 1991 accrued benefit as early as age 55 but the

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
 Plan Sponsor: Thomson Reuters Holdings Inc.  
 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

benefit is reduced by 7% for each year to age 62 and 5% for each year preceding 62 that commencement of benefit precedes Social Security Normal Retirement Age.

## Plan Provisions Effective After January 1, 2023

No future plan provisions were recognized in determining minimum and maximum contributions.

## Changes in Plan Provisions Since Prior Year

Effective January 1, 2023, benefit accruals are frozen.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## West

<b>Participating Employers</b>	West Publishing Company; Foundation Press, Inc.; West Publishing Corporation (formerly West Services, Inc.); Banks-Baldwin; Chena Software, Inc.; and The Rutter Group.
<b>Covered Employees</b>	All employees of a participating employer who were employed prior to April 1, 1997, except any employee who customarily performs work at home and any leased employee.
<b>Participation Date</b>	First day of any calendar month coincident with or next following age 21 and one year of service. Employees who are not eligible for medical and life insurance do not begin participation until end of computation period in which they complete at least 1,000 hours of service. Employees hired on or after March 1, 2006 are not eligible for plan participation.

## Definitions

<b>Benefit Service</b>	For full-time employees, Benefit Service is based on period of service from date of hire to date of severance, excluding any periods of severance of one year or more. For part-time employees, Benefit Service is based on hours of service in plan year divided by 2,080 (divided by 1,950 before August 1, 1991). Benefit Service is limited to a maximum of 50 years.
<b>Vesting Service</b>	Continuous period of service as determined under elapsed time service rules.
<b>Final monthly compensation</b>	Highest monthly base salary rate earned in the last 36 months of Benefit Service, or if a commission was earned in the last 120 months; the greater of the average of the highest consecutive 60 months of base pay plus commissions or commissions only earned within the last 120 months of Benefit Service or the highest monthly base salary rate in the last 36 months of Benefit Service.
<b>Normal retirement date (NRD)</b>	First of month coinciding with or next following the attainment of age 65 with five years of Vesting Service.
<b>Monthly pension benefit</b>	The "West" benefit is equal to 1.1% of final monthly compensation multiplied by years of Benefit Service.  The "MIP/FIP" group (West employees who are in the Management Incentive Plan or the Field Incentive Plan) have a blended benefit formula equal to the "West" benefit based on Benefit Service accrued to July 31, 2001 and the Thomson Reuters Holdings Inc. Plan formula described in Section 1 ii) (including Average Compensation definition) for Benefit Service accrued after July 31, 2001. The post July 31, 2001 Benefit Service is capped at 35

Plan Name:	Thomson Reuters Group Pension Plan
EIN / PN:	06-1497995/001
Plan Sponsor:	Thomson Reuters Holdings Inc.
Valuation Date:	January 1, 2023

# SCHEDULE SB ATTACHMENTS

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years, and the total Benefit Service is capped at 50 years. Average Compensation and Monthly Compensation are determined at termination date.

For employees that became eligible for the Management Incentive Plan or the Field Incentive Plan after July 31, 2001, the date July 31, 2001 in the preceding paragraph is replaced by the December 31 of the year they first become eligible for the MIP or the FIP.

**Monthly preretirement spouse benefit**

50% of the monthly pension benefit as of the participant's date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's earliest retirement date.

**Postretirement death benefit**

If not in the MIP/FIP group, and the participant retires directly from active employment and is survived by a dependent spouse or dependent child, a lump sum amount according to the following table:

Years of Service	Amount
Under 10 years	\$2,500
10 to 14 years	\$3,000
15 to 19 years	\$3,500
20 or more years	\$4,000

Otherwise, a lump sum amount equal to \$2,500 is payable to a named beneficiary.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

## Eligibility for Benefits

<b>Normal retirement</b>	Retirement on NRD.
<b>Early retirement</b>	Retirement before NRD and on or after either both attaining age 55 and completing 20 years of Vesting Service, or both attaining age 60 and completing 10 years of Vesting Service. The MIP/FIP group can retire after attaining age 55 and completing 10 years of Vesting Service.
<b>Postponed retirement</b>	Retirement after NRD.
<b>Deferred vested</b>	Termination for reasons other than death or retirement after completing five years of Vesting Service.
<b>Disability retirement</b>	Termination after completing 20 years of Vesting Service due to total and permanent disability. This benefit is available to MIP/FIP participants who terminated due to total and permanent disability on or before March 1, 2003. Those participants terminating after March 1, 2003 are entitled to the benefits under Section 3.5 of the Plan.
<b>Preretirement spouse benefit</b>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse to whom the participant has been married for at least one year.
<b>Postretirement death benefit</b>	Death of an inactive participant who retired directly from active employment.

## Monthly Benefits Paid Upon the Following Events

<b>Normal retirement</b>	Monthly pension benefit determined as of NRD.
<b>Early retirement</b>	Monthly pension benefit determined as of early retirement date, reduced 5/9 of 1% for each month after age 60 and prior to age 65 and 5/18 of 1% for each month after age 55 and prior to age 60. Early retirement benefit is payable without reduction after 35 years of service. The MIP/FIP group utilizes the main Thomson Reuters Group plan early retirement reduction factors as described on page 10. If a MIP/FIP participant has 35 years of vested service at termination, the "West" benefit portion of his benefit is payable without early retirement reduction.
<b>Postponed retirement</b>	Monthly pension benefit determined as of actual retirement date.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

<b>Termination with deferred vested benefit</b>	Monthly pension benefit determined as of termination date. Payments begin at NRD except employees who meet age and service rules for early retirement may elect a reduced amount. Reduction factors are the same as described for Early retirement.
<b>Disability retirement</b>	Monthly pension benefit determined as of date of disability retirement.
<b>Death with preretirement spouse benefits</b>	Monthly preretirement spouse benefit is payable. If participant's death is after early retirement eligibility or after 25 years of service, spouse may elect benefit payable until the earlier of 120 months thereafter and the month in which the spouse's death occurs equal to the greater of one-half the monthly pension and the actuarial equivalent of the preretirement spouse benefit. For MIP/FIP participants, this option is only available if hired prior to March 1, 2003.
<b>Death with postretirement death benefits</b>	Lump Sum postretirement death benefit is payable.
<b>Forms of payment</b>	Preretirement spouse benefits are payable as described above. Monthly pension benefits are paid as described above, if the participant has no spouse as of the date payments begin. If the participant has a spouse, benefits are paid in the form of the 50% or 75% joint and survivor annuity option based on actuarial equivalence to the normal form. If the participant elects and the spouse consents, benefits are paid in another actuarially equivalent optional form offered by the plan. Optional forms are a ten-year certain, life annuity, or (for married participants) a life annuity and a lump sum payment. The amount of the benefit payment is increased to the nearest multiple of \$5.00 for non-MIP/FIP participants.
<b>Optional forms of payment conversion factors</b>	<p>Optional forms conversion (other than lump sums) based on IRS 2014 Prescribed 417(e)(3) Unisex Mortality and 6% interest.</p> <p>Lump sum amount based on IRS Prescribed 417(e)(3) Unisex Mortality and the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made.</p>
<b>Maximum limits on benefits and pay</b>	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Plan Provisions Effective After January 1, 2023

No future plan provisions were recognized in determining minimum and maximum contributions.

## Changes in Plan Provisions Since Prior Year

Effective January 1, 2023, benefit accruals are frozen.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Thomson Newspapers

<b>Covered Employees</b>	Salaried and non-union hourly employees designated by the Company. Union groups participate if they negotiate to participate in the plan.
<b>Participation Date</b>	First of the month after completion of one year of Vesting Service. For the Arizona newspapers, the later of the merger date or age 21. There have been no new participants since the sale of Thomson Newspapers Inc. in 2000.

## Definitions

<b>Vesting Service</b>	One year for 1,000 hours of service in a plan year.
<b>Benefit Service</b>	One year for 1,000 hours of service in a calendar year (prorated during calendar year of termination).
<b>Pensionable pay</b>	Actual compensation including overtime, shift differential, vacation, commissions, bonuses, and salary reduction for contributions under Section 125 and Section 401(k). Prior to January 1, 1992, pensionable pay was defined as the January 1 rate of pay.
<b>Normal retirement date (NRD)</b>	First of month coinciding with or next following the earlier of attainment of age 65 with five years of Vesting Service or attainment of age 65 with five years of participation.
<b>Accrual rate for cash account benefits</b>	Annual accrual rate is based on a participant's age plus years of Vesting Service (number of points) at the end of the previous plan year:

<b>Number of points:</b>	<b>Accrual rate:</b>
Less than 30 points	1.50%
30 to 34 points	1.75%
35 to 39 points	2.00%
40 to 49 points	2.50%
50 to 54 points	3.00%
55 to 59 points	3.50%
60 to 64 points	4.00%
65 to 69 points	4.50%
70 to 74 points	5.00%
75 to 79 points	5.50%
80 to 84 points	6.00%
85 to 89 points	6.75%
90 or more points	7.50%

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Monthly pension benefit

### *Career Pay Accruals*

Accruals ceased on December 31, 1993 except for some Union groups.

As of any date, one-twelfth of the sum of (1), (2) and (3):

- (1) The benefit accrued under any prior plan as of January 1, 1988, (or the effective date of the acquisition), adjusted to reflect the normal payment form under this plan,
- (2) From the date item (1) ceases,
  - 1.25% of pensionable pay up to taxable wage base plus 2% of pensionable pay in excess of the taxable wage base for all plan years through December 31, 1992 (through December 31, 1988 for Super Highly Compensated employees),
- (3) 1.25% of pensionable pay thereafter.

### *Final Average Compensation Accruals*

Accruals commence on the merger date for active employees of the Arizona newspapers.

As of any date, one-twelfth of the greater of (1) or (2)

- (1) [1.75% of Final Average Compensation (highest 5 years average pensionable pay) minus 1.667% of Primary Social Security benefit] multiplied by years of Benefit Service (maximum 30 years), or
- (2) \$144 multiplied by years of Benefit Service (maximum 30 years).

### *Retirement Cash Account Plan*

Accruals commence on January 1, 1994 except for some Union groups.

As of any date, the sum of each year's pensionable pay multiplied by the annual accrual rate for that year increased annually at the end of the year with interest. The interest rate is based on the rate that is paid on U.S. Treasury Bills with a one year maturity, plus 1%. The plan looks at the Treasury Bill rate as of the close of business on November 30. In a given year, the account can earn no less than 4.5% interest. The cash account is actuarially converted to a monthly benefit. For assumptions, see optional forms of payment conversion factors.

## Monthly preretirement spouse benefit

50% of the monthly pension benefit as of the date of death reduced for the 50% joint and survivor election and reduced for payment to commence on the earliest date the participant would have been able to retire. At the age the participant would have attained early retirement eligibility, 50% of the retirement cash account is available as a lump sum in lieu of an annuity.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Eligibility for Benefits

<b>Normal retirement</b>	Retirement on NRD.
<b>Early retirement</b>	Retirement before NRD and on or after the earlier of a) both attaining age 50 and being credited with 65 points or b) age 55 and five years of Vesting Service. For the Arizona newspapers, age 55 with 10 years of Vesting Service.
<b>Postponed retirement</b>	Retirement after NRD.
<b>Deferred vested</b>	Termination for reasons other than death or retirement after completing five years of Vesting Service.
<b>Disability</b>	Total and permanent disability and eligible to receive disability benefits under the Social Security Act.
<b>Preretirement spouse benefit</b>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

## Monthly Benefits Paid Upon the Following Events

<b>Normal retirement</b>	Monthly pension benefit determined as of NRD.
<b>Early retirement</b>	Monthly pension benefit determined as of early retirement date, reduced 6% for each year of payment before age 65 (4% for the Arizona newspapers).
<b>Postponed retirement</b>	Monthly pension benefit determined as of actual retirement date.
<b>Termination with deferred vested benefit</b>	Monthly defined benefit accruals and cash account accruals cease as of termination date. Cash account increases with interest until normal retirement date and is converted into an annuity payable at age 65. The sum of the monthly defined benefit and the monthly cash account annuity are payable at age 65. Benefits are available on a reduced basis after qualifying for early retirement.
<b>Disability</b>	Monthly pension benefit continues to accrue assuming the participant continued in active employment until normal retirement date or the sale of the newspaper, if earlier, and received pensionable earnings equal to his pay the year before disability.
<b>Death with preretirement spouse benefits</b>	Monthly preretirement spouse benefit is payable.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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- Other death benefits**
- (i) If the participant dies and is not eligible for benefits, the participant's contributions accumulated with interest are payable to the beneficiary.
  - (ii) Certain grandfathered lump sum death benefits may be applicable.

**Forms of payment**

Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above if the participant has no spouse as of the date payments begin, otherwise, benefits will be paid in the form of the 50% joint and survivor annuity option. The participant may elect another actuarially equivalent form offered by the plan (with spousal consent if the participant is married). Optional forms are 100% joint and survivor, a five or ten-year certain and life annuity, or (for married participants) a life annuity and a lump sum payment. Certain grandfathered normal and optional forms of payment may be applicable.

**Optional forms of payment conversion factors**

Optional forms conversion (other than lump sums) based on IRS2014 Prescribed 417(e)(3) Unisex Mortality and 6% interest.

Lump sum amount based on IRS Prescribed 417(e)(3) Unisex Mortality and the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made.

To convert the cash account into an annuity, the conversion factor is calculated using the applicable mortality table established by the Internal Revenue Service under Code Section 417(e)(3) and effective January 1, 2008, the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made.

**Maximum on benefits and pay**

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

**Participant contributions**

As of January 1, 1988, employee contributions are not allowed nor required.

## Plan Provisions Effective After January 1, 2023

No future plan provisions were recognized in determining minimum and maximum contributions.

## Changes in Plan Provisions Since the Prior Year

Effective January 1, 2023, benefit accruals are frozen.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Harcourt

**Eligibility** All employees of the Corporation and subsidiaries of the Corporation which adopt the plan (with certain specific exceptions) participate after 1 year of service with more than 1,000 hours if age 21. Employees hired on or after March 1, 2006 are not eligible for plan participation.

## Definitions

**Compensation** W-2 compensation and deferrals under Code Sections 401(k) and 125, but excluding overtime, bonuses and other forms of extra compensation. Commissions are included for Drake Beam Morin, Inc. employees.

**Vesting Service** One year of Vesting Service is earned for each plan year in which 1,000 hours are worked, provided the employee is at least 18 years of age.

Service prior to acquisition is included for Harcourt, Inc. employees, except for NEC employees, whose service begins no earlier than November 1, 1997.

**Benefit Service** Same as Vesting Service with the following exclusions:

Disregard plan years before employee turns 21 years of age;

For Harcourt, Inc. employees (other than NEC) disregard plan years before November 1, 1991.

For NEC, service begins no earlier than November 1, 1997.

A maximum of 25 years of Benefit Service may be earned.

**Average Compensation** Average annual compensation for the 60 consecutive highest-paid months as an eligible employee.

**Social Security Benefit** The annual primary insurance benefit payable at age 65 under the Social Security Act in effect on termination of employment. In the case of termination before age 65, earnings are assumed to remain level to age 65.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Accrued Benefit

For service before January 1, 2002: An annual benefit equal to 50 percent of Average Compensation minus 60 percent of the Social Security Benefit, reduced pro rata for Benefit Service under 25 years. If the former Harcourt Plan participant continued in employment with Thomson Reuters, the benefit determined as of December 31, 2001 is increased by the ratio of the Final Average Compensation at termination to the Average Compensation as of December 31, 2001. The minimum annual benefit is \$1,200.

For service after December 31, 2001: The Thomson Reuters benefit is earned for Benefit Service accrued after December 31, 2001 as described in Section 1 ii) on page 44 based on the Average Compensation described on page 43.

Benefits are payable in equal monthly installments as a single life annuity.

## Eligibility for Benefits and Monthly Benefits Paid Upon the Following Events

### Normal Retirement

Eligibility Age 65 and 5 years of Vesting Service.

Amount of Benefits Accrued Benefit as of Normal Retirement date, payable immediately.

### Early Retirement

Eligibility Age 55 and 10 years of Vesting Service.

Amount of Benefit Accrued Benefit as of Early Retirement date. This benefit is reduced by 5/9 of 1% for the first 60 months by which the Early Retirement date precedes the Normal Retirement date and 5/18 of 1% for each month in excess of 60 by which the Early Retirement date precedes the Normal Retirement date. The benefit earned after December 31, 2001 is reduced as described on page 32

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

---

**Deferred Retirement**

Eligibility Retire after Normal Retirement date.

Amount of Benefit Accrued Benefit as of actual retirement date.

**Deferred Vested Benefit**

Eligibility 5 years of Vesting Service.

Amount of Benefit Accrued Benefit determined as of termination date, payable at age 65.

**Preretirement Death Benefit**

Eligibility Die while employed with an eligible spouse and eligible for a vested benefit.

**Amount of Benefit** Surviving spouse's benefit is equal to half of the amount the employee would have received had the employee terminated employment on the day preceding his death, retired immediately (or when first eligible, if later) and elected to receive benefits under the 50% joint and survivor form.

**Disability**

Eligibility Covered under employer long-term disability plan or receiving Social Security disability benefits.

Amount of Benefit Accrued Benefit assuming employee continues to earn Benefit Service, but does not receive additional compensation.

**Forms of Payment**

For single participants, the normal form of payment is a life annuity. For married participants, the benefit is automatically reduced and payable as a 50% joint and survivor annuity, unless an optional form of payment is elected with spousal consent.

Optional forms of payment include:

Life annuity;

50%, 75% or 100% joint and survivor annuity;

Life annuity with 120 guaranteed monthly payments;

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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Social Security adjustment option and

Single lump sum payment

**Optional forms of payment conversion factors**

Optional forms conversion (other than lump sums) based on IRS2014 Prescribed 417(e)(3) Unisex Mortality and 6% interest.

Lump sum amount based on IRS Prescribed 417(e)(3) Unisex Mortality and the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made.

For the Harcourt portion of the benefit, for any lump sum option, the conversion factor is calculated using the applicable mortality table established by the Internal Revenue Service under Code Section 417(e)(3) and effective January 1, 2008, the segment interest rates established by the IRS under 417(e)(3) in effect for the third month before the beginning of the calendar quarter in which payment is to be made. A participant's lump sum is the greater of the present value of a deferred annuity or an immediate annuity.

**Plan Provisions Effective After January 1, 2023**

No future plan provisions were recognized in determining minimum and maximum contributions.

**Changes in Plan Provisions Since the Prior Year**

Effective January 1, 2023, benefit accruals are frozen.

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2023

Attained Age	Attained Years of Credited Service <sup>1</sup>										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	12	0	0	0	0	0	0	12
40-44	0	0	0	0	89	55	1	0	0	0	0	145
45-49	0	0	0	0	156,252	113,155	59	1	0	0	0	302
50-54	0	0	0	0	153,648	148,385	123,311	68	1	0	0	488
55-59	0	0	2	0	163,782	143,108	147,114	146,483	65	3	0	474
60-64	0	0	0	0	171,978	136,673	156,112	157,850	101,486	29	0	265
65-69	0	0	0	0	125,170	178,582	124,778	153,139	143,940	88,614	7	76
70 & over	0	0	0	0	6	30	13	11	9	2	2	22
Total	0	0	2	0	348	616	414	255	108	41	1,784	

<sup>1</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Thomson Reuters Group Pension Plan  
 EIN / PN: 06-1497995/001  
 Plan Sponsor: Thomson Reuters Holdings Inc.  
 Valuation Date: January 1, 2023

# SCHEDULE SB ATTACHMENTS

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## Schedule SB – Statement by Enrolled Actuary

<b>Plan Sponsor</b>	Thomson Reuters Holdings Inc.
<b>EIN/PN</b>	06-1497995/001
<b>Plan Name</b>	Thomson Reuters Group Pension Plan
<b>Valuation Date</b>	January 1, 2023
<b>Enrolled Actuary</b>	Carl Larouche
<b>Enrollment Number</b>	23-05986

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

# SCHEDULE SB ATTACHMENTS

## Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	36,037,734	68,792,609	63,445,870	168,276,213
2024	33,082,456	38,472,192	62,093,298	133,647,946
2025	32,322,500	44,722,513	60,671,556	137,716,569
2026	32,595,141	45,404,451	59,171,050	137,170,642
2027	32,989,518	39,723,308	57,611,530	130,324,356
2028	33,121,643	41,988,606	55,985,596	131,095,845
2029	33,130,556	40,614,654	54,282,161	128,027,371
2030	33,420,553	43,542,730	52,506,207	129,469,490
2031	33,160,333	39,026,742	50,654,298	122,841,373
2032	32,987,835	41,643,899	48,723,081	123,354,815
2033	32,767,519	39,274,179	46,727,768	118,769,466
2034	32,738,632	38,756,356	44,676,810	116,171,798
2035	32,255,799	36,372,894	42,561,466	111,190,159
2036	31,707,421	33,241,932	40,388,024	105,337,377
2037	31,080,395	33,942,983	38,164,321	103,187,699
2038	30,565,380	30,171,088	35,899,651	96,636,119
2039	29,707,732	29,908,785	33,604,963	93,221,480
2040	29,023,617	28,415,474	31,292,554	88,731,645
2041	28,326,766	26,244,571	28,976,053	83,547,390
2042	27,485,162	25,133,429	26,670,155	79,288,746
2043	26,899,916	23,808,027	24,390,009	75,097,952
2044	25,955,781	22,681,516	22,151,129	70,788,426
2045	25,007,972	21,746,453	19,969,504	66,723,929
2046	24,040,505	20,551,634	17,860,992	62,453,131
2047	23,000,618	18,959,500	15,841,135	57,801,253
2048	22,036,088	17,807,535	13,924,612	53,768,235
2049	20,972,729	16,857,095	12,124,575	49,954,399
2050	19,917,379	15,998,740	10,452,544	46,368,663

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023

## SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2051	18,840,188	15,103,300	8,917,264	42,860,752
2052	17,751,078	14,172,565	7,524,552	39,448,195
2053	16,626,621	13,227,149	6,277,048	36,130,818
2054	15,489,653	12,266,712	5,174,154	32,930,519
2055	14,341,472	11,300,321	4,212,446	29,854,239
2056	13,190,782	10,337,920	3,385,690	26,914,392
2057	12,043,978	9,389,712	2,685,290	24,118,980
2058	10,914,299	8,465,240	2,100,909	21,480,448
2059	9,812,513	7,573,023	1,620,922	19,006,458
2060	8,749,818	6,720,891	1,232,931	16,703,640
2061	7,736,208	5,915,645	924,395	14,576,248
2062	6,780,156	5,162,816	683,125	12,626,097
2063	5,888,737	4,466,519	497,683	10,852,939
2064	5,067,281	3,829,391	357,654	9,254,326
2065	4,319,103	3,252,648	253,820	7,825,571
2066	3,645,698	2,736,198	178,233	6,560,129
2067	3,046,665	2,278,802	124,210	5,449,677
2068	2,520,032	1,878,224	86,280	4,484,536
2069	2,062,478	1,531,421	60,086	3,653,985
2070	1,669,632	1,234,697	42,249	2,946,578
2071	1,336,419	983,879	30,218	2,350,516
2072	1,057,283	774,500	22,128	1,853,911

Plan Name: Thomson Reuters Group Pension Plan  
EIN / PN: 06-1497995/001  
Plan Sponsor: Thomson Reuters Holdings Inc.  
Valuation Date: January 1, 2023