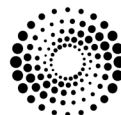


**THOMSON REUTERS GROUP PENSION PLAN
FOR EMPLOYEES COVERED UNDER THE
WEST PUBLISHING COMPANY PENSION FORMULA**

**Summary Plan Description
January 1, 2024**



THOMSON REUTERS

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Your Pension Plan

Your Pension Plan provides additional security for you and your family as a dependable source of income during your retirement years. The Plan's pension benefits are paid **in addition** to Social Security. Thomson Reuters Holdings Inc. ("Thomson Reuters"), which was formerly called Thomson Holdings Inc., pays the entire cost of the Plan.

As an employee who commenced employment with West Publishing Company, Banks Baldwin Law Publishing Company, Chena Software, Inc., The Foundation Press, Inc., or The Rutter Group, Ltd. ("**West**") on or before April 1, 1997, you continued to participate in the West Publishing Company Employee Pension Plan ("West Plan"). As a West Plan participant, you continued to earn service credit and accrue benefits under the West Plan until January 1, 2001, when the West Plan was merged into the Thomson Reuters Group Pension Plan (formerly the Thomson Holdings Inc. Group Pension Plan) ("Plan"). Generally, all of the substantive provisions of the West Plan have been preserved in the Plan. Your Plan benefits will continue to be determined in accordance with the provisions of the West Plan, as in effect on December 31, 2000, and as described in this booklet ("**West Formula**").

This booklet is a "summary plan description," as defined by the Employee Retirement Income Security Act of 1974 (ERISA). It describes the most important features of the Plan as of the cover page date. Please read it carefully and then keep it available for ready reference. As you read through this document, please keep in mind that it does not attempt to cover all of the details contained in the Plan document or prior Plan provisions that may apply to you. This booklet is only a summary and you should refer to the official Plan documents that legally govern the operation of the Plan for complete details. If a conflict arises between this summary and the official Plan documents, the official Plan documents, as interpreted by the Plan Administrator in its sole and absolute discretion, will govern.

Please be advised that this Summary Plan Description is not an attempt by Thomson Reuters to provide you with legal, tax or financial advice. You are encouraged to consult with your legal, tax or financial advisors should you have specific legal, tax or financial questions. Receipt of this summary does not in any way alter or waive any eligibility provision. Thomson Reuters reserves the right to amend in its discretion any of its benefits plans for any reasons (or no reason) subject only to limitations imposed by applicable law.

On December 1, 2020, Thomson Reuters announced that as of December 31, 2022, no future benefits will accrue under the Plan (i.e., the Plan will be frozen). The calculation of your benefit will not take into account any compensation received or service performed after December 31, 2022. However, your vesting service will continue to accrue through your termination date for purposes of satisfying retirement milestones occurring after December 31, 2022.

Key Contact Information

If you have specific questions regarding your rights and benefits under the Plan, information is available online or by contacting the Thomson Reuters HR Services Center (HRSC):

[Your Benefits Resources \(YBR\)](#) – You can also access the Plan website by logging into Workday (wd5.myworkday.com/thomsonreuters) — click on the “**Benefits Quicklinks**” App, then select “**Your Benefits Resources (YBR)**”

<http://digital.alight.com/thomsonreuters> – for Thomson Reuters employees who *do not* have access to Workday and for prior employees and dependents

Important Phone Numbers:

HRSC Toll Free Number: 1-866-443-MyHR (6947)
HRSC International Number: 1-718-354-1369

Representatives are available (excludes weekends & holidays):
7:30am to 5:30pm CT

The Plan at a Glance

The table below summarizes the main features of your Plan.

Here’s How the Plan Works for You...

and When

You automatically become a participant in the Plan

If you were a participant in the West Plan on December 31, 2000

You can retire with **full** Plan benefits

At normal retirement age (normally, age 65) or after completing at least 35 years of Vesting Service as of your early retirement age

You can retire with **reduced** Plan benefits

After you reach age 55 (if you have 20 years of Vesting Service) or 60 (if you have 10 years of Vesting Service), or you may elect to receive your vested benefits immediately in a lump sum or normal form of annuity when your employment terminates regardless of your age or years of service

You will be eligible for disability retirement benefits	If you are totally and permanently disabled after completing at least 20 years of Vesting Service
You have “vested” rights to benefits from the Plan even if you leave before retirement	When you complete five years of Vesting Service
Your surviving spouse or domestic partner will be provided with pension income if you die before retirement	If you have a vested benefit
You can choose the payment method best suited to your situation and needs when you retire	Prior to receiving Plan benefits you will receive detailed information on the normal and optional payment methods.

Eligibility

You **automatically became a Plan participant** on January 1, 2001 if you were a West Plan participant on December 31, 2000. As eligibility for participation in the West Formula is closed, this document does not describe the West Plan’s eligibility rules. If you have questions regarding your eligibility, please refer to the prior Plan documents or contact the Thomson Reuters HR Services Center.

Cost

Your employer makes all of the contributions to the Plan. Nothing is deducted from your paycheck. Employer contributions are actuarially determined.

Retirement Dates

Normal Retirement Date

Your Normal Retirement Date is the first day of the month on or after the date:

- you reach age 65
- or**
- if you became a West Plan participant after age 60 but before age 70, the earlier of the date on which you complete 5 years of **Vesting Service** (see “Vesting Service” below) or your fifth anniversary as a Plan participant.

Early Retirement

Early retirement can be the first day of any month after you either attain age 55 and complete 20 years of Vesting Service or attain age 60 and complete 10 years of Vesting Service.

Late Retirement

Late retirement can be the first day of any month that you choose to retire after your Normal Retirement Date. If you are employed after your Normal Retirement Date, you will not normally receive a pension check until your employment with Thomson Reuters (or a Thomson Reuters affiliate) terminates. However, if you remain employed with Thomson Reuters (or a Thomson Reuters affiliate) after attaining age 70½, payment of your pension benefit will begin as an annuity on April 1 of the calendar year that follows the calendar year in which you attain 70½. While you remain actively employed, these required minimum payments are recalculated each year to reflect your additional benefit accruals and amounts previously paid to you. Once you retire, you may elect to receive your accrued benefit in any form available to you under the Plan. Your accrued benefit will be actuarially adjusted to reflect your service and compensation through retirement, offset by those amounts you previously received from the Plan. Prior to attaining your Normal Retirement Age, you will receive a notice that explains in greater detail how delaying your retirement may impact your Plan benefits (see section on Suspension of Benefits).

Termination Before Early Retirement

If you have a vested pension benefit and your employment terminates before you are eligible for early retirement or normal retirement, you can elect to commence a reduced pension benefit as early as the first day of any month on or after the date you satisfy the requirements for early retirement (but not later than your Normal Retirement Date). If you do not satisfy the requirements for early retirement (i.e., because you do not have the required years of Vesting Service when your employment terminates), your pension benefit will commence on your Normal Retirement Date.

Immediate Payment of a Vested Pension

If you terminate employment with a vested pension benefit and your benefit commencement date occurs on or after January 1, 2015, you may elect to immediately commence your pension benefit in the normal form or as a lump sum – even if you have not yet attained early or normal retirement age (see section on Payment Methods).

Vesting Service

Generally, **Vesting Service** means service with West beginning on your date of hire. Your service is generally measured from the date you first perform an **hour of service** until the earlier of: (i) the date you quit, are discharged, retire or die; or (ii) the first

anniversary of the date you are absent from service for any other reason (e.g., leave of absence).

Your Vesting Service is normally computed by adding all periods of service that you receive credit for under the Plan and then rounding any remaining period of less than 30 days to the next whole month. If you work for a Thomson Reuters affiliate, you will generally receive credit for Vesting Service. In addition, you will receive credit for Vesting Service for any approved leave of absence - including any absence that complies with the Family Medical Leave Act and any period of qualified military service (as defined in Internal Revenue Code section 414(u)).

If your former employer was acquired by West, you should contact the Thomson Reuters HR Services Center because your prior service with that employer may count as Vesting Service under the Plan. For example, if you became a West employee by reason of West's acquisition of Banks Baldwin, Rutter Group, Foundation Press, or Chena Software, your service with such employer is included in your Vesting Service.

An hour of service means an hour for which you are paid or entitled to be paid by Thomson Reuters or a Thomson Reuters affiliate, including any period for which you are entitled to back pay, leave of absence up to one year, military leave and disability.

Your aggregate years of Vesting Service under the Plan will be the sum of your vesting service as of December 31, 2000 under the West Plan and your Vesting Service computed under the Plan for service completed on or after January 1, 2001.

For a description of vesting, your right to receive a benefit from the Plan, see the section entitled "Vesting."

Your Pension Benefits

Your pension benefits—regardless of when you retire—are determined by your:

- Final Average Earnings, and
- Years of Benefit Service.

It is important to understand the meaning of these terms. So, we will describe them as simply as possible and then show how they are used in figuring your income from the Plan.

How your **Final Average Earnings** is determined depends on whether or not you receive commissions at any time during the last 120 months of your Benefit Service.

- If you receive commissions at any time during the last 120 months of your Benefit Service, your Final Average Earnings will equal the greater of (1) or (2):
 - (1) The amount of your basic salary for the month in the last 36 months of Benefit Service for which you receive the highest salary (excluding

bonuses, compensation for overtime, and other extra or irregular payments). This is referred to as the “highest salary” method.

- (2) The monthly average of your basic salary and commissions or commissions only (excluding bonuses, compensation for overtime, and other extra or irregular payments) you earn for that period of 60 consecutive months for which you receive the highest basic salary and commissions or commissions only during the last 120 months of your Benefit Service. However, if you do not complete 60 months of Benefit Service, the average may be taken over your entire period of Benefit Service. This is referred to as the “monthly average method”.

- If you receive no commissions during the last 120 months of your Benefit Service, your Final Average Earnings will be calculated under the “highest salary” method.

The rules described above generally apply to all employees, including part-time employees. However, if you are a part-time employee and your Final Average Earnings would otherwise be determined under the “highest salary” method, your Final Average Earnings will equal your highest salary rate (i.e., your hourly rate of pay times 173.33) in the last 36 months of your Benefit Service. If your Final Average Earnings is determined under the “monthly average method”, the monthly average of your salary plus commissions or commissions only, as the case may be, will be multiplied by a fraction where the numerator equals 2,080 and the denominator equals your average hours of service (up to 2,080) credited in the last four complete calendar years included in the 60 consecutive months for which you receive the highest salary and commissions or commissions only, as the case may be.

Under the Plan, you are a **full-time employee** if you are scheduled to work at least 37½ hours each week. You are a **part-time employee** if you are scheduled to work less than 37½ hours each week.

For purposes of computing your Final Average Earnings: (i) monthly and quarterly bonuses that are based on sales shall be treated as commissions; (ii) elective deferrals made under a 401(k) and cafeteria plan will be included in your earnings; and (iii) your earnings will not take into account any salary increase that becomes effective during the 30-day period ending on the last day of your Benefit Service.

Federal law limits the amount of annual earnings that may be taken into account under the Plan. The limit for 2021 was \$290,000. The limit for 2022 was \$305,000. **Your Final Average Earnings will not change after December 31, 2022.**

If you were an active employee on January 1, 2002, your benefit will be calculated based on a \$200,000 earnings limit for Plan Years prior to January 1, 2002.

Years of Benefit Service

Benefit Service is your continuous service with West. It begins with your date of hire or reemployment and ends on the date your employment ends. Benefit Service is measured in days and converted to full years and complete months. You will be credited with one month of service for a fractional month (less than 30 days).

Subject to important Plan provisions described later on, if you are a full-time employee, your Benefit Service will normally equal your whole or partial years of Vesting Service (see the section entitled "Vesting Service"). Prior to March 1, 2006, for benefit accrual purposes, you did not normally receive credit for service with a Thomson Reuters affiliate that did not participate in the Plan. However, see "If You Transfer", "Additional Benefit Service for Certain Participants" and "Reemployment" sections of this booklet for Plan provisions that apply as of March 1, 2006.

If you are a part-time employee, you are credited with one year of Benefit Service for each Plan Year in which you complete 2,080 hours of service for West – you must complete at least 1,000 hours of service to earn a partial year of Benefit Service. Special rules apply to employees whose employment status changes from full-time to part-time or part-time to full-time, as the case may be. If your employment status changes, you should contact the Thomson Reuters HR Services Center to understand how your Benefit Service will be impacted.

If your former employer was acquired by West, you should contact the Thomson Reuters HR Services Center because your prior service with that employer may count as Benefit Service under the Plan. For example, if you became a West employee by reason of West's acquisition of Banks Baldwin, Rutter Group, Foundation Press, or Chena Software, your service with (i) Banks Baldwin completed after June 27, 1993, (ii) Rutter Group completed after June 29, 1994, (iii) Foundation Press, or (iv) Chena Software completed after March 15, 1995 may be included in your Benefit Service.

Regardless of when you were hired, **50 years is the maximum amount of Benefit Service** that you can earn under the Plan.

Your aggregate years of Benefit Service under the Plan will be the sum of your benefit service as of December 31, 2000 under the West Plan and your Benefit Service computed under the Plan for service completed on or after January 1, 2001.

Benefits at Normal Retirement

If you retire at your Normal Retirement Date (or later), your monthly pension benefit is calculated by using the following formula:

$$\frac{1.10\%}{\text{TIMES}} \times \text{Your Final Average Earnings} \times \text{TIMES}$$

Your Years of Benefit Service
(to a maximum of 50 years)

If you are an active employee at age 70½ and you elect to commence your benefit payment while in active service, the amount of your benefit will be actuarially adjusted each year to reflect additional Benefit Service (up to the 50-year maximum), any increase in your Final Average Earnings and amounts you previously received.

An Example

Here's how Plan benefits would be calculated for an employee who retires at age 65 with 25 years of Benefit Service and Final Average Earnings of \$5,000.00:

$$\begin{array}{rcl} 1.10\% \times \$5,000.00 \text{ Final Average Earnings} & = & \$55.00 \\ \text{TIMES} & & \\ 25 \text{ Years Benefit Service} & = & \$1,375.00 \text{ monthly benefit} \end{array}$$

Benefit = \$1,375.00 a month
(Benefit is rounded up to the next five-dollar increment)

This amount is expressed as a single life annuity. When applicable, amounts are rounded up to the next five dollar increment. If you elect another payment option, this amount will be reduced based on the option you choose and the ages of both you and your beneficiary as of your retirement date.

This booklet describes benefits under the current Plan provisions only. For information regarding prior plan benefits, see your prior summary plan description or contact the Thomson Reuters HR Services Center.

Benefits at Early Retirement

If you retire early, your pension benefit will be based on the following formula, which uses your actual years of Benefit Service at early retirement:

$$\begin{array}{c} 1.10\% \\ \text{TIMES} \\ \text{Your Final Average Earnings} \\ \text{TIMES} \\ \text{Years of Benefit Service} \\ \text{(to a maximum of 50 years)} \end{array}$$

Your benefit will be reduced by 5/9 of 1% for each of the first 60 months, and 5/18 of 1% for each of the next 60 months by which your Early Retirement Date precedes your Normal Retirement Date. However, if you have at least 35 years of Vesting Service, your benefit will not be reduced.

As previously indicated, you may also elect to immediately commence your vested pension benefit in a normal form or lump sum form prior to early retirement.

An Example

Here's how Plan benefits would be calculated for an employee who retires at age 60 with 25 years of Benefit Service and Final Average Earnings of \$5,000.00:

$$\begin{aligned} 1.10\% \times \$5,000.00 \text{ Final Average Earnings} &= \$55.00 \\ \text{TIMES} & \\ 25 \text{ Years Benefit Service} &= \$1,375.00 \text{ monthly benefit} \end{aligned}$$

The reduction percentage equals 33.33% (i.e., 5/9 of 1% X 60 months between ages 60 and 65). This is the percentage by which the benefit will be reduced due to early retirement. The benefit is then calculated as follows.

$$\begin{aligned} (1 - .3333) = .6667 \times \text{benefit} &= \$916.71 \text{ monthly benefit} \\ \text{OR} & \\ \$1,375.00 - (.3333 \times 1,375.00) &= \$916.71 \text{ monthly benefit} \end{aligned}$$

Benefit = \$920.00 a month

(Benefit is rounded up to the next five-dollar increment)

This amount is expressed as a single life annuity. If you elect another payment option, this amount will be reduced based on the option you choose and the ages of both you and your beneficiary as of your retirement date.

Special rules apply for certain Plan participants who became employees of Jones Lang LaSalle, IBM or Tech Mahindra Limited as a result of the sale of certain Thomson Reuters businesses to those entities. If you think you may be impacted, please contact the Thomson Reuters HR Services Center.

Disability Retirement Benefit

If you terminate employment on account of a "total and permanent disability" after completing at least 20 years of Vesting Service, you will be entitled to a disability retirement benefit. "Total and permanent disability" means a total and permanent physical or mental incapacity that qualifies you for disability benefits under workers compensation or the Company's Long-Term Disability Plan, as determined by the administrator of that plan.

If you qualify for a disability retirement benefit, it will be payable in the normal form and begin on the first day of the month following the establishment of your total and permanent disability. The amount of the benefit will equal your accrued benefit as of the date the benefit is to begin (i.e., 1.10% x Final Average Earnings x Benefit Service (up to 50 years)).

Your disability retirement benefit will end on the earliest to occur of your Normal Retirement Date, the date you recover from the total and permanent disability (or are deemed to have recovered because you fail to consent to any required examination), or your date of death. Any further retirement benefits payable to you will be based upon your vested monthly retirement benefit as of your disability retirement date, offset by disability payments that you previously received.

If you recover from your disability and you return to active employment with any Thomson Reuters affiliate on or after March 1, 2006, you will not be eligible to actively participate in the Plan (e.g. accrue additional Benefit Service).

Regardless of whether or not you qualify for the disability retirement benefit described above, you will not earn Vesting Service or Benefit Service during a period of total and permanent disability.

Severance Benefits

If you are terminated from the Company and receive severance pay, Vesting Service and Benefit Service cease to accrue as of the date your employment terminates. You do not receive Vesting Service or Benefit Service for any period that you receive severance pay. If eligible, you can commence pension benefits while receiving severance pay.

Social Security Benefits

Social Security benefits are paid in addition to benefits from the Plan. Full Social Security benefits are payable at the Social Security retirement age (i.e., 66 for people born in 1943-1954, gradually increasing to 67 for people born in 1955-1960, and 67 for people born in 1960 or later). Reduced Social Security benefits are payable as early as age 62.

If you begin receiving Social Security benefits after your Social Security retirement age and you continue to work, you will be entitled to all of your benefits. However, if you begin receiving Social Security benefits before you reach your Social Security retirement age and you continue to work, you will normally receive a reduced benefit unless your earnings do not exceed the Social Security earnings limit.

Generally, your spouse will be entitled to a spouse's Social Security benefit equal to 50% of your Social Security benefit. However, if your spouse begins receiving Social Security benefits before reaching the Social Security retirement age (see above), the amount of his or her benefit will be reduced. The amount of reduction depends on when your spouse reaches his or her Social Security retirement age. If you are eligible for both Social Security benefits based on your earnings and benefits as a spouse, you will receive your benefit first. If your benefit as a spouse is greater than your own benefit, you will be entitled to a combination of benefits equal to the higher benefit.

Social Security also provides survivor benefits that, following your death, continue to

pay 100% of your benefits to your surviving spouse age 65 or older.

You and your employer share the cost of your Social Security retirement benefits by paying Social Security taxes on your covered earnings under the law.

Social Security benefits are not paid automatically. You must apply for them. To get more information about the law and your personal status under it, contact Social Security via the internet at www.ssa.gov or by calling 1-800-772-1213. TTY/TDD users may call 1-800-325-0778.

Payment Methods

The **normal** method of payment under the Plan is based on your marital or domestic partnership status when you retire. For purposes of determining the normal form of benefits and the Special Death Benefit (but not the Pre-retirement Death Benefit), it is not necessary for you to be married or in a domestic partnership for any specified period of time for your spouse or domestic partner to be eligible for Plan benefits.

The Plan also offers **optional** payment methods that you can elect. Before you retire, you'll receive a written explanation of the payment methods under the Plan. This information will tell you what you need to know about how these payment methods affect the amount of pension you will receive, and what you need to do, and when, to be sure you receive your Plan benefits in a form best suited to your needs. No matter which form of payment you choose, if the total value of your vested pension is \$7,000 or less (\$5,000 or less prior to January 1, 2024), the benefit will be paid in a single lump sum or automatically rolled over into a traditional IRA (see the section entitled "Cash Out and Automatic Rollover of Your Pension").

It is your responsibility to keep the Plan informed of your current address. Failure to timely notify the Plan of a change in address could result in the delay of Plan benefits.

Normal Payment Methods

The normal method of payment for: (i) single employees is a Single Life Annuity; and (ii) married employees or employees with domestic partners is a 50% Joint and Survivor Annuity, each as described below.

For Plan purposes, a domestic partner is a person with whom you have formed a **domestic partnership**. You and your domestic partner qualify as a domestic partnership if either:

- Your domestic partnership has been registered with a governmental entity pursuant to state or local law authorizing such registration; or
- You and your domestic partner have attested to meeting certain criteria as determined from time to time by the Plan Administrator in accordance with applicable law.

If you would like more information regarding the status of your domestic partnership for Plan purposes, please contact the Thomson Reuters HR Services Center. **Please keep in mind that if you attest, in accordance with plan procedures, to having a domestic partner for one purpose (e.g., enrolling your domestic partner in the Thomson Reuters Health and Welfare Plan), you must nonetheless attest to having a domestic partner under this Plan in accordance with Plan procedures for your domestic partner to be entitled to survivor benefits.**

For Single Employees—Single Life Annuity

This method pays out the **full** benefit credited to you at retirement in monthly installments for life. On your death, however, no benefits are payable to anyone else.

For Married Employees or Employees with Domestic Partners—50% Joint and Survivor Annuity

If you are married or have a domestic partner, your pension income will be paid as a 50% Joint and Survivor Annuity—unless you elect otherwise and your spouse or domestic partner consents in writing to your election. Such consent must be witnessed by a Plan representative or a notary public.

Under this payment method, your benefit is **reduced** so that, after your death, 50% of your reduced benefit will continue to be paid to your spouse or domestic partner for his or her lifetime. Reductions are established under the Plan document. If you wish to receive further information about a specific reduction, you should contact the Thomson Reuters HR Services Center. If your spouse or domestic partner dies after your pension payments begin—but before your death—no adjustment will be made to your benefit and you will receive the reduced benefit for your life. How much your benefit is reduced depends on your age and your spouse's or domestic partner's age when your pension starts.

Optional Payment Methods

You may also elect an optional payment method. However, if you are married or have a domestic partner, your spouse or domestic partner must provide written consent, witnessed by a notary public or a Plan representative, to your election or to your naming anyone other than your spouse or domestic partner as your beneficiary. The payments that you receive—and those that continue—reflect adjustments based on the payment method that you choose. If you choose an option described below in which you name a beneficiary other than your spouse, government rules limit the amount of your benefit that may be paid to your non-spouse beneficiary. If you have questions about this limitation, you should contact the Thomson Reuters HR Services Center.

You may revoke an election of an optional method of payment or a non-spouse or non-domestic partner beneficiary designation at any time during the election period (which will be described in the written explanation referred to above). However, once the election period has expired, you may not change the method of payment or your

beneficiary where the amount of any benefit is based on your beneficiary's life expectancy. With the Ten-Year Certain and Life Annuity Option, however, you can change your beneficiary after you have started to receive your benefit (if you are married, you will need the written, notarized consent of your spouse or domestic partner to do this).

To be valid and effective, any election you make and any spousal or domestic partner consent must be signed, dated, notarized or witnessed (if applicable), and timely returned to the Plan. You are encouraged to consult with your own qualified financial, tax or legal advisor before making any Plan election.

Note: If you die before your benefit commencement date, your election of an optional payment method will be ineffective and no benefits will be payable under the Plan, other than a pre-retirement survivor benefit (see the section entitled "If You Die Before Retirement").

Option 1 – Joint and Survivor Annuity Option

This option is similar to the normal payment method for married employees or employees with domestic partners. However, under this option, either 75% or 100% of your reduced benefit (as you choose) continues to your surviving spouse or domestic partner, for their lifetime, following your death.

Option 2 – Contingent Annuitant Option

This option is similar to the normal payment method for married employees or employees with domestic partners. However, under this option, either 50%, 75% or 100% of your reduced benefit (as you choose) continues to any person you choose other than your spouse or domestic partner, for their lifetime, following your death.

Option 3 – Ten-Year Certain and Life Annuity Option

This option pays you reduced benefits for life but guarantees payments for 10 years. If you die before receiving benefits for 10 years, your beneficiary will receive your reduced benefit for the balance of the 10 years.

Option 4 – Single Life Annuity Option

If you are married or have a domestic partner, you may also elect to receive your benefits in the form of a Single Life Annuity.

Option 5 – Immediate Payment Option

If you terminate employment with a vested pension benefit and your benefit commencement date occurs on or after January 1, 2015, you may elect to immediately commence your pension benefit in the normal form or as a lump sum – even if you have not yet attained early or normal retirement age.

If you elect to take a lump sum distribution, the present value of your normal retirement benefit, determined as of your benefit commencement date, is distributed in full. Generally speaking, your normal retirement benefit is your vested accrued benefit payable as an annuity at age 65. It's important to note that a lump sum benefit does not

capture any early retirement subsidy you may otherwise be entitled to, and the value of the lump sum benefit may fluctuate (up or down) based on a change in interest rates (which are updated quarterly) from the time you receive a benefit estimate or statement through the time your benefits actually commence. Once benefits are distributed as a lump sum, you are no longer a participant in the Plan and there are no future benefits payable.

If you elect an immediate annuity prior to becoming eligible for early retirement, the amount of the annuity will be reduced to take into account the fact that you will be receiving the benefit for a longer period of time.

Thomson Reuters 401(k) Savings Plan Rollovers

Effective January 1, 2018, if you are a participant in the Thomson Reuters 401(k) Savings Plan, you may elect to rollover to the Savings Plan any “eligible rollover distribution” from this Plan (e.g., a lump sum distribution), provided your Savings Plan account balance is greater than \$7,000 (\$5,000 prior to January 1, 2024) when your rollover request is processed.

Cash Out And Automatic Rollover of Your Pension

If the total value of your vested pension when you terminate employment is \$1,000 or less and you do not elect in writing, within 30 days of the date of your *Benefit Election Kit*, to either: (i) receive your pension benefit in cash as a one-time lump sum payment, or (ii) roll your pension benefit into another employer’s qualified plan, a traditional IRA or, as of January 1, 2018, the Thomson Reuters 401(k) Savings Plan (each a “Distribution Option”), your pension benefit will be paid directly to you in cash. If your pension benefit is paid directly to you, 20 percent mandatory Federal income tax withholding will apply and you will have to pay an additional 10 percent excise tax if you have not attained age 55.

If, however, the total value of your vested pension when you terminate employment is over \$1,000 but is \$7,000 or less (\$5,000 or less prior to January 1, 2024) and you do not timely elect a Distribution Option, your pension benefit will automatically be rolled over into a traditional IRA that has been established on your behalf and invested in the Putnam Money Market Fund (an “Automatic IRA”). Once your pension benefit is rolled over into an Automatic IRA, the Plan and Thomson Reuters will no longer be responsible for your pension benefit and you will cease to be a participant in the Plan.

You should carefully consider the Distribution Options and Automatic IRA provisions of the Plan when your employment with Thomson Reuters (or an affiliate) ends, and consult with your own qualified financial, tax or legal advisor before making any Plan election.

If you have any questions regarding the Distribution Options and Automatic IRA provisions of the Plan, you should contact the Thomson Reuters HR Services Center.

Putnam Money Market Fund and Fees

Any Automatic IRA established on your behalf will be designed to preserve principal and provide a reasonable rate of return and liquidity. The Putnam Money Market Fund invests in money market investments such as certificates of deposit, commercial paper, U.S. government debt and repurchase agreements, corporate obligations, and bankers' acceptances issued by banks.

All fees related to your Automatic IRA are your responsibility. Putnam Investments charges an annual maintenance fee of \$10 while your money remains in the Automatic IRA. The annual fee will be deducted directly from your Automatic IRA account each year. Depending on how you manage your Automatic IRA, additional fees (sales fees, exchange fees and redemption fees) may apply.

For information about Putnam Investments or to obtain additional information about an Automatic IRA or the Putnam Money Market Fund, contact Putnam Investments at PO Box 219697, Kansas City, MO 64121-9697, ATTN: IRA Processing or by calling 800-662-0019. The customer service representatives at Putnam Investments will be able to answer your questions relating to your IRA, including information concerning fees, the prospectus, and management of your Automatic IRA account.

Requesting Your Retirement Payment

You should inform the Thomson Reuters HR Services Center in writing when you expect to retire. You will be given written information about the optional forms of payment. You will have at least 30 days (but no more than 180 days) from the date this information is provided to select an alternate payment method. Your benefit will commence as soon as practicable following the date your instructions are received.

Normally, to commence Plan benefits upon retirement or termination of employment, you must contact the Thomson Reuters HR Services Center at least 90 days before you want to begin receiving benefits. When you contact the Thomson Reuters HR Services Center, you will be notified of the earliest date payment of your benefits can begin, which is generally the first of the month following 15 days from the date you call to request to begin payments. The Thomson Reuters HR Services Center must receive your properly completed election forms by the 10th day of the month prior to the month in which your benefit payments are scheduled to begin. If the Thomson Reuters HR Services Center receives your forms after this date or you fail to submit properly completed forms by that date, your benefit may begin later than you had requested.

If you choose a lump sum form of payment, the payment will not be made until the true-up process is complete (i.e., the recalculation of your actual pension benefit using final pay and service data obtained after your termination from employment). The true-up process usually takes at least 7 days following your termination date. Once the true-up process is completed, it may take an additional 30-60 days for your payment to be processed and sent to you. Therefore, as you plan for your retirement, it is important to keep in mind that it may be up to 60 days after your termination of employment before

you receive the lump sum payment. Please remember that the value of the lump sum benefit may fluctuate (up or down) based on a change in interest rates (which are updated quarterly) from the time you receive a benefit estimate or statement through the time your benefits actually commence.

Although Plan benefits normally commence on a prospective basis, under limited circumstances (e.g., your employment is terminated without cause in connection with the sale of your employer) you may be allowed to elect a retroactive benefit commencement date. If you are eligible to elect a retroactive benefit commencement date, the Plan Administrator will notify you of your right to do so.

Taxation of Your Retirement Payment

Federal law requires that the Plan trustee withhold taxes from your pension benefits, unless you elect otherwise. You should contact your tax advisor to discuss the tax liability associated with your pension benefits.

Vesting

Vesting refers to a participant's nonforfeitable right to receive benefits from the Plan. You are fully vested in your Plan benefits if you retire on or after your Normal Retirement Date or you terminate employment after completing five years of Vesting Service. If you terminate employment before you are fully vested, you will not receive any benefits from the Plan.

If You Die Before Retirement

Pre-retirement Death Benefit

The Plan provides a pre-retirement survivor benefit to your surviving spouse or domestic partner if you die after you become fully vested but before your retirement benefit payments begin. Prior to September 1, 2017, you and your spouse or domestic partner were required to be married or in a domestic partnership for one year for your spouse or domestic partner to be eligible for these survivor benefits. ***Effective September 1, 2017, the one-year requirement was eliminated for spouses and, in the case of domestic partners, was reduced to six months.***

If you attest, in accordance with plan procedures, to having a domestic partner for one purpose (e.g., enrolling your domestic partner in the Thomson Reuters Health and Welfare Plan), you must nonetheless attest to having a domestic partner under this Plan in accordance with Plan procedures for your domestic partner to be entitled to survivor benefits.

Your spouse or domestic partner will normally receive a monthly benefit equal to one-half the amount that would have been payable to you as a 50% Joint and Survivor Annuity, based on your Plan benefits as of your date of death. For purposes of

determining when survivor benefits are payable, the IRS makes a distinction between spousal beneficiaries and non-spouse beneficiaries.

- **Spouse.** The pre-retirement survivor benefit will normally become payable to your spouse on the date that would have been your Normal Retirement Date if you had survived. However, if you die before the date you first become eligible for early retirement under the Plan, your spouse may elect to begin receiving benefits as early as the date that you would have been eligible for early retirement had you survived. If you die on or after the date you first become eligible for early retirement, your spouse may elect to begin receiving benefits as of the first day of any month after your death. If your spouse elects to begin receiving benefits before the date that would have been your Normal Retirement Date had you survived, the amount of the benefit will be reduced by the factors described above (see the section entitled “Benefits at Early Retirement”).
- **Domestic partner.** Your domestic partner must receive his or her survivor benefits in the form of a single life annuity commencing within one year of your date of death. If you die more than one year prior to attaining your early retirement age, the value of your domestic partner’s benefit will be the actuarial equivalent value of the benefit your partner would have received had such benefit commenced on your early retirement date.

If you die after attaining your earliest possible retirement date, your spouse or domestic partner may elect an optional form of benefit payment, as an annuity payable for 120 months or until your spouse’s or domestic partner’s death, whichever occurs first.

- The monthly amount of the optional form will be the greater of: (i) the actuarial equivalent of the amount your spouse or domestic partner is entitled to receive from a 50% Joint and Survivor Annuity; or (ii) one-half of your **unreduced** accrued benefit.

If you die prior to attaining your earliest possible retirement date but after completing 25 years of Vesting Service, your spouse or domestic partner may elect an optional form of benefit payment, as an annuity payable for 120 months or until your spouse’s or domestic partner’s death, whichever occurs first.

- The monthly amount of the optional form will be one-half of your **unreduced** accrued benefit.

In addition, your spouse or domestic partner may elect to receive this benefit as a lump sum, to be paid on the first of the month following your death (if administratively feasible). Prior to January 1, 2015, this lump sum option was only available if the actuarial equivalent value of the lump sum benefit was \$40,000 or less.

If you die after you have begun receiving benefits from the Plan, whether or not your beneficiary will receive a benefit depends on the form of your benefits. As with any other Plan benefit, if the value of the benefit as of your date of death is \$7,000 or less (\$5,000

or less prior to January 1, 2024), the benefit will be paid in a single lump sum or automatically rolled over into a traditional IRA (see the section entitled “Cash Out and Automatic Rollover of Your Pension”).

Special Death Benefit

If you die after you retire and at the time of your retirement you immediately commence receiving retirement or disability benefit under the West Formula in a form other than an immediate lump sum (see “Important Note” below), a special death benefit will be paid in a single lump sum to your surviving spouse, domestic partner, children or other beneficiary as long as you are early retirement eligible (age 55 with at least 20 years of service).

Your surviving spouse or domestic partner will receive an amount based on your years of Vesting Service, as shown below. If you have dependent children, but no surviving spouse or domestic partner, this amount will be paid to your children in equal shares.

Years of Vesting Service	Benefit Amount
Less than 10 years	\$2,500
10-14 years	\$3,000
15-19 years	\$4,000
20 years or more	\$5,000

If you do not have a spouse, domestic partner or dependent children, your beneficiary will receive \$2,500 (payable to your estate if your beneficiary does not survive you or you fail to designate a beneficiary).

If you receive severance upon your termination of employment and delay the receipt of your retirement or disability benefit, you may still be eligible for the above benefit. However, you will not be eligible for life insurance protection during the period that you receive severance.

Important Note. Beginning January 1, 2015, if you elect an immediate lump sum payment of your Plan benefit, the value of the Special Death Benefit will automatically be included in calculating the value of your lump sum benefit and ***no Special Death Benefit will be payable*** to your surviving spouse, domestic partner, children or beneficiary.

If You Transfer

Transfer to or from a U.S. Subsidiary

If you transfer from one domestic Thomson Reuters employer to another on or after March 1, 2006 and, at the time of your transfer, **you are accruing Benefit Service** under the Plan, the benefit formula that applied to you prior to your transfer (i.e., the

West Formula) will normally not change. You'll continue to earn Vesting Service and Benefit Service while employed by a Thomson Reuters employer, and your earnings with such employer will be included in computing your Final Average Earnings. However, if you transfer employment and you subsequently become eligible for an incentive bonus, you will become a participant in the Final Average Earnings component of the Plan as of the January 1st coinciding with or next following the date you become eligible for the incentive bonus ("FAE Participation Date").

If you become a participant in the Final Average Earnings component of the Plan, you'll receive additional information about the calculation of your Plan benefits near the time of your transfer. Generally, your Plan benefits will be the sum of:

- Your benefit under the West Formula determined as of the December 31st before your FAE Participation Date (with certain modifications); plus
- Your benefit under the Plan's Final Average Earnings formula, taking into consideration only Benefit Service completed on and after your FAE Participation Date.

If you transfer from one domestic Thomson Reuters employer to another on or after March 1, 2006 and, at the time of your transfer, **you are not accruing Benefit Service** under the Plan, you'll continue to earn Vesting Service while employed by a Thomson Reuters employer. However, your service with your new employer will not be treated as Benefit Service under the Plan and your earnings with such employer will not be included in computing your Final Average Earnings.

Different rules applied prior to March 1, 2006. If you think you may be impacted, please contact the Thomson Reuters HR Services Center.

Transfer to a Non-U.S. Subsidiary

If you are a Plan participant and you transfer employment on or after March 1, 2006 to a non-U.S. Thomson Reuters employer, your participation in the West Formula component of the Plan will continue while you work abroad *provided* you are placed on Thomson Reuters' U.S. expatriate payroll. You will continue to accrue Benefit Service and Vesting Service and your earnings with the non-U.S. affiliate will be included for purposes of calculating your Final Average Earnings. If you are not placed on Thomson Reuters' U.S. expatriate payroll, you will cease to accrue Benefit Service while employed abroad and your earnings with such employer will not be included in computing your Final Average Earnings. However, your service with the non-U.S. affiliate will be included in your Vesting Service.

Different rules applied prior to March 1, 2006. If you think you may be impacted, please contact the Thomson Reuters HR Services Center.

Additional Benefit Service for Certain Participants

If you ceased participating in the West Formula component of the Plan because, prior to

March 1, 2006, you (i) transferred to a non-participating Thomson employer or (ii) you terminated employment while an active participant and you were rehired by a non-participating Thomson employer, you will become an active participant in the West Formula component of Plan as of March 1, 2006, provided you are actively employed by Thomson on March 1, 2006. Service with the non-participating employer prior to March 1, 2006 will be included as Vesting Service (but not Benefit Service) and your earnings with each Thomson employer will be included in determining your Final Average Earnings.

Reemployment

If you are accruing Benefit Service under the West Formula component of the Plan when your employment terminates and you are reemployed on or after March 1, 2006 and on or before December 31, 2008 by a U.S. Thomson Reuters employer prior to incurring three consecutive one-year breaks in service, you will be eligible to accrue additional Benefit Service under the West Formula. Your earnings following your reemployment will be included in computing your Final Average Earnings. Generally, your benefits will not be less than the benefits you accrued as of your original termination date (e.g., if you are rehired as a part-time employee at a lower earnings rate).

If you were accruing Benefit Service under the West Formula component of the Plan when your employment terminated but you are reemployed on or after March 1, 2006 and on or before December 31, 2008 by a U.S. Thomson Reuters employer after incurring three or more consecutive one-year breaks in service, you will not be eligible to accrue additional Benefit Service under the Plan and your earnings following your reemployment will not be included in computing your Final Average Earnings. Service completed following your reemployment may count for purposes of determining whether you vest in Plan benefits accrued prior to your initial termination and for purposes of determining early retirement eligibility (i.e., service with a Thomson Reuters employer is included in your Vesting Service).

Effective January 1, 2009, if you were accruing Benefit Service under the Plan when your employment terminated but you are reemployed on or after January 1, 2009 by a U.S. Thomson Reuters employer after incurring a one-year break in service, you will not be eligible to accrue additional Benefit Service under the Plan and your earnings following your reemployment will not be included in computing your Final Average Earnings. Service completed following your reemployment may count for purposes of determining whether you vest in Plan benefits accrued prior to your initial termination and for purposes of determining early retirement eligibility (i.e., service with a Thomson Reuters employer is included in your Vesting Service).

If you were not accruing Benefit Service under the Plan when your employment first terminated, you will not be eligible to participate in the Plan upon your reemployment on or after March 1, 2006 – regardless of the length of your break in service. However, service completed following your reemployment may count for purposes of determining whether you vest in Plan benefits accrued prior to your initial termination and for

purposes of determining early retirement eligibility (i.e., service with a Thomson Reuters employer is included in your Vesting Service).

Different rules applied prior to March 1, 2006. If you think you may be impacted, please contact the Thomson Reuters HR Services Center.

Suspension of Benefits

If you are rehired after receiving Plan benefits or you remain actively employed beyond Normal Retirement Age, your benefit payments will generally be “suspended” while you are **actively employed**. Normally, for any month, you are considered “actively employed” if, during such month, you (i) complete at least 40 hours of service or (ii) receive payment for at least eight days worked. However, if you commenced receiving benefits prior to July 1, 2003 and are rehired, your benefits will be suspended only if you also complete 1,000 hours of service during a plan year. If you remain actively employed with Thomson Reuters (or a Thomson Reuters affiliate) after attaining age 70½, payment of your pension benefit will resume or commence, as the case may be, on April 1 of the calendar year that follows the calendar year in which you attain 70½. If you do not remain actively employed prior to attaining age 70½, your pension will normally resume on the first day of the third month following the month in which you cease to be actively employed. When your benefits resume, or commence, as the case may be, the amount payable will be adjusted to reflect your additional service and compensation and amounts you previously received. You will receive a notice prior to the suspension of your benefits that explains in greater detail how these rules may impact your benefits.

If you find the above rules to be complicated or if you have any questions, you should contact the Thomson Reuters HR Services Center.

Unclaimed Benefits

If you (or any other person) are entitled to receive Plan benefits and the Plan cannot locate you, with reasonable effort and after a period of five years, your interest will be cancelled. Such interest will be reinstated within 60 days after you are located. Any required retroactive payment will be paid in a single lump sum without any adjustment for interest. ***It is your responsibility to keep the Plan informed of any change in your address. Failure to do so could result in a delay of Plan benefits.***

Correction of Mistakes

If a mistake has been made either in the calculation of the benefit amount payable to you or your beneficiary or that affects your or beneficiary’s rights under the Plan, such mistake will be corrected as soon as practicable in accordance with applicable laws. If an overpayment has been made, the Plan reserves the right to either reduce future monthly benefit payments or demand an immediate repayment of the overpaid amount (adjusted for interest).

Important Administrative Information

Official Plan Name

The official Plan name is the Thomson Reuters Group Pension Plan.

Type of Plan

The Plan is a “defined benefit” plan, as defined by the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Funding and Plan Trustee

Employer contributions are actuarially determined and turned over to the Plan Trustee- JP Morgan Chase Bank N.A., 1111 Polaris Parkway, Columbus, Ohio 43240.

Employer and Plan Identification Numbers

The Plan is identified by the following numbers under Internal Revenue Service rules:

- Employer Identification Number: 06-1497995
- Plan Number: 001
- Plan Year – January 1st through December 31st

Employer and Plan Administrator

The Plan is sponsored by Thomson Reuters Holdings Inc. for eligible employees of Thomson and certain of its affiliates that have adopted the Plan (Participating Companies).

The Plan is administered by the Administrative Committee for the Thomson Reuters Group Pension Plan. The members of the Administrative Committee are appointed by the Board of Directors of Thomson Reuters Holdings Inc.

Address:

Thomson Reuters Group Pension Plan
c/o Thomson Reuters Holdings Inc.
610 Opperman Drive
Eagan, Minnesota 55123

Telephone (651) 687-7000

Beginning April 1, 2024:

Thomson Reuters Group Pension Plan
c/o Thomson Reuters Holdings Inc.
2900 Ames Crossing Road
Eagan, MN 55121.

Telephone (651) 687-7000

The Administrative Committee is charged with managing the operations of the Plan and deciding all questions that come before it in a fair and equitable manner for all Plan participants and their beneficiaries.

The Administrative Committee has the exclusive right, power and authority, in its sole and absolute discretion, to administer and construe the Plan and other Plan documents. The Committee has all powers reasonably necessary to carry out its responsibilities under the Plan including (but not limited to) the sole and absolute discretionary authority to:

- Adopt rules and regulations necessary for the performance of its duties under the Plan;
- To determine questions of law and fact arising under the Plan; and
- Take all actions and make all decisions regarding questions of coverage, eligibility and entitlement to benefits, and benefit amounts.

The decision of the Committee on any disputes arising under the Plan, including (but not limited to) questions of construction, interpretation and administration shall be final, conclusive and binding on all persons having an interest in or under the Plan. Any determination made by the Committee shall be given deference in the event the determination is subject to judicial review and shall be overturned by a court of law only if it is arbitrary and capricious.

Upon written request to the Administrative Committee, you may receive information as to whether a particular employer is a sponsor of the Plan and, if the employer is a Plan sponsor, the sponsor's address.

Procedure to Obtain Benefits

To obtain any type of benefit from the Plan, you must submit a written application to the Thomson Reuters HR Services Center. Forms are available by calling 1-866-443-MyHR (6947), 7:30 a.m. – 5:30 p.m. CT, Monday through Friday (except holidays).

Claims Procedures and Appeal

If your application for Plan benefits is denied in whole or in part, or if you disagree with the amount of benefit, you (or your beneficiary) must file a written claim with the Claims and Appeals Management Team ("CAM Team"). Copies of the claim form are available by contacting Thomson Reuters HR Services Center at 1-866-443-MyHR (6947), 7:30 a.m. – 5:30 p.m. CT. The completed Claim Initiation Form should be sent, along with supporting documentation to:

Claims and Appeals Management
P.O. Box 1407
Lincolnshire, IL 60069-1407
Fax: 847-554-1683

You (or your beneficiary) will receive written or electronic notification of the decision on your claim from the CAM Team within 90 days from the date the CAM Team receives your claim. The notification will include (i) the specific reasons for the denial; (ii) specific reference to the pertinent Plan provisions on which the denial is based; (iii) a description of any additional information needed to perfect the claim and an explanation of why such information is necessary; and (iv) an explanation of the claims appeal

procedure. If the CAM Team does not respond to your (or your beneficiary's) claim within 90 days, you (or your beneficiary) should treat your claim as being denied and submit a written appeal.

The 90-day period may be extended for up to an additional 90 days, if the CAM Team (i) determines that special circumstances require an extension of time for processing the claim and (ii) notifies you, before the initial 90-day period expires, of the special circumstances requiring the extension of time and the date by which the CAM Team expects to render a determination. In the event an extension is necessary due to your failure to submit necessary information, the CAM Team's time frame for making a benefit determination on review is tolled (i.e., stopped) from the date the CAM Team sends you the extension notification until the date you respond to the request for additional information.

Within 75 days after receiving the denial, you, your beneficiary, or an authorized representative may submit a written appeal for reconsideration of your claim to the Thomson Reuters Pension Appeals Committee at:

Claims and Appeals Management
P.O. Box 1407
Lincolnshire, IL 60069-1407
Fax: 847-554-1683

Any such appeal should be accompanied by documents or information in support of the appeal. You, your beneficiary, or your authorized representative will have the opportunity to review and make copies, free of charge, of pertinent documents relevant to the appeal. The Thomson Reuters Pension Appeals Committee will review the claim, taking into account all comments and documents submitted, regardless of whether such information was considered in the initial benefit determination, and within 60 days will provide a final written or electronic decision on the appeal explaining the specific reasons for the decision with specific reference to the Plan provisions on which that decision was based.

The 60-day period may be extended for up to an additional 60 days, if the Thomson Reuters Pension Appeals Committee (i) determines that special circumstances require an extension of time for processing the claim and (ii) notifies you, before the initial 60-day period expires, of the special circumstances requiring the extension of time and the date by which the Thomson Reuters Pension Appeals Committee expects to render a determination. In the event an extension is necessary due to your failure to submit necessary information, the Thomson Reuters Pension Appeals Committee's time frame for making a benefit determination on review is tolled (i.e., stopped) from the date the Thomson Reuters Pension Appeals Committee sends you the extension notification until the date you respond to the request for additional information.

The CAM Team has sole discretion in making decisions with respect to a claim, and its decisions are final and binding, subject to the right to appeal to the Thomson Reuters Pension Appeals Committee and unless found by a court to be arbitrary and capricious.

Similarly, the decision of the Thomson Reuters Pension Appeals Committee with respect to an appeal of a denied claim is final and binding unless the decision is determined by a court to be arbitrary and capricious.

It is important that you understand that you will not be able to bring a court action, in law or in equity, to recover benefits you think you are entitled to under the Plan, unless you have complied with the above claims and appeal procedures and have been denied Plan benefits, in whole or in part. ***You are required under Plan rules to file any such court action within one (1) year of the date the Thomson Reuters Pension Appeals Committee renders its final decision on review.***

Service of Legal Process

Service of legal process may be made upon either the Administrative Committee of the Thomson Reuters Group Pension Plan or the Plan Trustee.

PBGC Insurance

Your pension benefits under this Plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the Plan terminates without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (1) normal and early retirement benefits; (2) disability benefits if you become disabled before the plan terminates; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) benefits greater than the maximum guaranteed amount set by law for the year in which the plan terminates; (2) some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than 5 years at the time the Plan terminates; (3) benefits that are not vested because you have not worked long enough for the Company; (4) benefits for which you have not met all of the requirements at the time the Plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your Plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your Plan Administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number).

TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

Non-Assignability of Benefits

Benefits payable under the Plan are for the sole use of Plan participants and their beneficiaries. Except as required by law, benefits provided under the Plan are not subject to assignment, alienation, attachment, lien, garnishment, levy, pledge, bankruptcy, execution or any other form of transfer.

However, benefits will be paid in accordance with a valid Qualified Domestic Relations Order (QDRO) if properly served on the Plan. A QDRO is an order or a judgment from a state court directing the Plan Administrator to pay all or a portion of a participant's plan benefits to a former spouse or dependent. You and your beneficiaries can obtain, without charge, a copy of the procedures governing QDRO determinations from:

QDRO Consultants Co.
3071 Pearl Road
Medina, OH 44256
Attn: Thomson Reuters QDRO Compliance Team
Phone: (800) 527-8481
Fax: (330) 722-2735

Top-Heavy Rules

A plan is "top-heavy" if the plan provides more than 60% of its benefits for "key employees," as defined under the Internal Revenue Code. It is unlikely that the Plan will ever become top-heavy, but if it does, you will be informed and the Plan may be modified to provide more rapid vesting, special minimum benefits and limits on compensation.

Maximum Benefits

Under government regulations certain maximum benefit limitations are imposed. If these apply to you, you will be notified.

Plan Continuance

Thomson Reuters expects to continue the Plan indefinitely but reserves the right to amend or terminate it at any time. The decision to amend or terminate the Plan may be due to changes in federal or state laws governing retirement benefits, the requirements of the Internal Revenue Code or ERISA, or any other reason. A Plan amendment may transfer Plan assets and debts to another plan or split this Plan into two or more parts. If Thomson Reuters amends or terminates the Plan, it may decide to set up a different plan providing similar or identical benefits.

If the Plan is terminated, you will have a vested, or nonforfeitable, right to the accrued benefit you have earned. The amount of your benefit, if any, will depend on Plan assets, the terms of the Plan, and the benefit guarantee of the PBGC. Plan assets will be shared among Plan participants and beneficiaries according to ERISA in the following order:

1. Benefits attributable to voluntary employee contributions
2. Benefits attributable to mandatory employee contributions
3. Certain annuities that participants have been receiving or could have been receiving for three years prior to Plan termination
4. Other vested benefits guaranteed by the PBGC
5. Other vested benefits

If the Plan is fully funded, you will receive your full accrued benefit.

Once your benefit has been determined, it may be paid in the form of one or more cash payments or an insurance company annuity contract that will pay you a monthly income. The exact form of payment may be set by law; if there is a choice, the Administrative Committee will decide the type and timing of payment.

After all benefits have been paid and legal requirements have been met, the Plan will turn over any remaining Plan money to the employer.

No Guarantee of Employment

Participation in this Plan shall not be construed as guaranteeing your continuation of service with Thomson Reuters or any Participating Company, nor shall any provision or condition of the Plan restrict the right of Thomson Reuters or any Participating Company to terminate your employment.

Your Rights Under ERISA

As a participant in the Plan, you are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

- Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

- Obtain, upon written request to the plan administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 (as adjusted) a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court after you have complied with the Plan's claims and appeal procedures ***provided you file any such claim within one (1) year of the date the Pension Claims Committee renders its final decision on review.*** In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that plan fiduciaries misuse the plan's money, or if you are discriminated against for asserting your rights,

you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your Plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

This booklet describes the key provisions of the West Formula of the Thomson Reuters Group Pension Plan as in effect on January 1, 2024. It does not contain all the details of the Plan or prior Plan provisions that may be applicable to a given individual. Such details can be found in the official Plan documents, which legally govern the operation of the Plan. If there is any conflict between this booklet and the Plan documents, the Plan documents will always govern, as interpreted by the Plan Administrator in its sole and absolute discretion. Thomson Reuters reserves the right to amend, modify or terminate the Plan at any time and for any reason (or no reason). This booklet does not create a contract of employment between Thomson Reuters Holdings Inc. (including its subsidiaries and any Participating Company) and any employee nor does it amend the Plan nor receipt thereof act as a waiver of any eligibility provision.