I am very pleased that LexisNexis continues demonstrating its day-to-day commitment to Corporate Responsibility while also preparing societies to improve their futures through the Rule of Law. There has never been a more important time in recent history for organizations like LexisNexis to demonstrate responsible leadership and a commitment to the well-being of societies.

Today, people expect more accountability and openness from businesses and institutions. We are focused on utilizing our skills and expertise to do our part; helping our communities, especially by advancing the Rule of Law, while working alongside customers who share our values and goals.

Our LexisNexis® business strategy guides our efforts to improve the lives and safety of people around the world. Our solutions provide information that improves transparency, advances the Rule of Law, and enables smart and safe human and capital decisions. These solutions help customers succeed and societies flourish.

For example, our Research Solutions help legal and business professionals, journalists, researchers, academics, public officials and others find the news, legal documents and information to uncover the truth. We help NGOs around the world improve access to justice for all people and better serve the disadvantaged.

Our Risk Solutions play an important role—supporting and refueling the economy, making credit accessible, reducing the risk and cost of fraud and preventing violence in the workplace. Our Risk Solutions help find missing children and return them safely to their families.

We have made important progress applying our unique skills and capabilities to improve the lives of others, and minimizing any negative effect our operations have on the world around us—such as the reduction of our carbon output. We remain committed to operating in an open and honest manner. And I am very proud of our people—whose continuing commitment to helping others makes LexisNexis a better company. But there is still much to do.

As society enters a new era of responsibility, LexisNexis must continue to take the lead to ensure that knowledge is used to make the global community more accountable. LexisNexis is committed to being a strong voice in legal and risk management business issues, while promoting the Rule of Law to ensure safe and prosperous businesses and societies around the world.

Sincerely,

Andy Prozes
CEO, LexisNexis Group
Corporate Responsibility Overview

**A Global Commitment**

**Born Out of Local Caring**

The origins of our corporate responsibility initiatives began over 15 years ago with employees who expressed an interest in volunteering their time to help others in their communities. LexisNexis supported their desire to give back by providing two days paid time off to volunteer each year and by supporting their contributions through our matching gift program.

Today, corporate responsibility at LexisNexis is much broader than community; it encompasses all aspects of how we behave as a company. We are committed to operating in an open, honest and ethical manner—in the workplace, marketplace and society.

Our customers share our commitment to improving society, and we partner with others to use our unique capabilities to make a greater impact. At LexisNexis, we manifest this commitment by advancing the Rule of Law, protecting and safeguarding children and reducing our impact on the environment.

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**Overview**

**Community**

**Supply Chain**

**Governance**

**Workforce**

**Environment**

**Our Solutions**

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**Customers**

We care about understanding the day-to-day challenges our customers face. And we respond to their unique challenges with world-class content, information analytics and workflow solutions that help stimulate growth, improve productivity and increase profitability.

**Employees**

We are a performance-driven organization that demands the highest standards of excellence and ethical conduct. We are also an organization that embraces diversity and displays respect and dignity.

**Suppliers**

We ask—and expect—our suppliers to match our own high standards of behavior. Accordingly, we have a Socially Responsible Supplier Program, built on our Supplier Code of Conduct.

**Communities**

We take our responsibility to be a good corporate citizen seriously. We play an active and positive role through volunteer and other community-giving projects that demonstrate our concern for improving the lives of others around the world. We work to minimize our environmental impact on the communities in which we operate around the globe.
At LexisNexis we approach community giving in two ways. The first is to make sure we are doing everything possible to support our employees’ desire to help people in need in their communities.

Our global LexisNexis® Cares program gives employees the opportunity to take two days of paid time off to volunteer for charitable organizations of their choosing and to have LexisNexis match their financial contributions to registered charities up to $1,000 annually.

The second approach is to focus our corporate giving on issues where our unique capabilities can make an important difference. We focus on advancing the Rule of Law and protecting and safeguarding children.

The combination of giving employees autonomy in selecting the areas they want to serve and focusing corporate resources on our two key issues has allowed us to make a real impact and to sustain world-class levels of employee involvement.

**LexisNexis Cares**

Every day, in every corner of the world, LexisNexis employees are hard at work to make their communities a better place. For over 15 years, our employees have been actively involved in serving people in need. Volunteerism is now such an integral part of our culture that we incorporate philanthropic projects in the agenda of nearly every significant business meeting or customer event.

In 2008, our employees donated over 75,000 hours to a growing array of vital charities. Non-governmental organization (NGO) partners report how extraordinary our people are with their time and how hard they work at completing their volunteer projects. In all, over 60 percent of our employees volunteered in their communities last year.
Community

1,200 employees from our sales organization built bikes for the Phoenix Boys and Girls Club, making this the largest-ever LexisNexis Cares event.

Jeff Bodem, Tony Monaco and Kate Gruber summited Mt. Rainer to raise awareness of human trafficking.

70 employees in New York City assembled kits for families in area shelters.

Singapore employees provided extensive support for the victims of human trafficking in Cambodia. One employee, Kevin Kennedy, used his volunteer time and traveled to Cambodia to deliver the supplies.

120 global leaders improved the Hou Moed Center in South Africa by building a netball court and new playground, painting classrooms and tiling floors.

Sales personnel in Orlando assembled more than 500 care packages for local elementary students.

Employees sorted and packed food for the hungry all across the U.S.

Employees in India rebuilt and painted school buildings, assisted children in a drawing competition and enjoyed a cultural performance by students.

200 global executives and customers helped rebuild Torres Park in New Orleans, which had been severely damaged by Hurricane Katrina.
Community

We look for opportunities to combine our people’s expertise, our solutions and direct financial aid to make a meaningful difference. We also partner with NGOs and government to create a powerful force for change.

Advancing the Rule of Law
LexisNexis believes that the Rule of Law is the critical component of protecting and advancing human rights around the globe. To further the Rule of Law, we are committed to being the world’s authoritative voice in legal and risk-management issues that are the foundation for stable governments and the well-being of individuals.

We also believe that anti-corruption requires a transparent legal system—a clear set of laws that are freely and easily accessible to all, strong enforcement structures, and an independent judiciary to protect citizens against abuse of power by the state, individuals or others. LexisNexis promotes anti-corruption and the Rule of Law through outreach and advocacy, educational forums and the free dissemination of LexisNexis solutions.

In July 2008, LexisNexis sponsored the first World Justice Forum in Vienna, during which over 450 governmental and non-governmental leaders from all parts of the world assembled to develop collaborative actions to strengthen the Rule of Law. In conjunction with this event, LexisNexis launched the Rule of Law Resource Center. This free online community connects those working to advance the Rule of Law by providing relevant information, expert commentary and other resources. The Center has enjoyed nearly 20,000 visits in its inaugural months in 2008 and continues to be a key global initiative for LexisNexis.

Visit: law.lexisnexis.com/ruleoflaw

Also in 2008, LexisNexis was recognized by the International Bar Association for its leadership and vision in creating the Outstanding Young Lawyer of the Year Award, to honor a young lawyer for professional excellence, the advancement of legal ethics and service to the community.

Awareness Building
In 2008, LexisNexis partnered with Priority Films to distribute “Holly,” a film about human trafficking, to 10 major cities in the U.S. as well as Vienna and Sydney. We invited attorneys, government officials, NGOs, law students and academia to view the film, which was followed by an expert panel that included the film’s writer and producer as well as representatives of the U.S. State Department, the Polaris Project and other select NGO leaders.

Victim Support
In 2007, LexisNexis developed a leadership task force to work with a Cambodian NGO, Agir pour les Femmes En Situation Précaire (AFESIP), and a U.S. non-profit, Somaly Mam Foundation, to build their capacity in fundraising, human resources, technology, finance and communications. This work continued through 2008 and the task force was instrumental in helping AFESIP secure much-needed grant funding.
The Polaris Project vision is for a world without slavery (www.polarisproject.org). Named after the North Star that guided slaves toward freedom along the Underground Railroad, Polaris Project has been combating human trafficking and modern-day slavery since 2002 and is one of the few organizations working to eradicate all forms of trafficking. It serves both U.S. citizens and foreign national victims, including men, women and children.

The world’s largest anti-trafficking organization, Polaris Project conducts direct outreach and victim identification; provides social services and transitional housing to victims; operates the National Human Trafficking Resource Center (NHTRC), a national 24/7 hotline on human trafficking; advocates for stronger state and federal anti-trafficking legislation, and engages community members in local and national grassroots efforts. Since its inception, Polaris Project has come to the aid of thousands of trafficking victims.

Leveraging its expertise in database modeling and application development, the LexisNexis® Risk & Information Analytics Group worked with Polaris Project to develop and implement a new Web-based system that offers faster access to information and makes it easier for its NHTRC hotline employees to manage data more effectively. The system also helps increase the number of victims identified, the number of traffickers brought to justice and the number of survivors receiving critical social services.

“Fighting human trafficking is all about protection for the victims and accountability for those enslaving them,” said Ambassador Mark Lagon, Executive Director of Polaris Project. “Polaris Project deeply values the working partnership LexisNexis has forged with us. In advancing the Polaris-run National Human Trafficking Resource Center, through innovative LexisNexis analytics solutions, we are together empowering the Rule of Law in the name of the most disempowered.”

Prior to using the LexisNexis designed database, Polaris Project relied on information in disparate spreadsheets, making it difficult to access, maintain and share vital information. During the past year, resources at the center have become increasingly strained, as call volume has grown two to three times that of previous years, highlighting the critical need for these services and infrastructure improvements.

As part of our significant commitment to combating human trafficking and advancing the Rule of Law around the world, LexisNexis supports Polaris Project through direct financial aid, legal and technical advice and research.
Advancing the Rule of Law in Africa

The creation of an effective and up-to-date legal referencing system for all English-speaking African countries is one of the core objectives of LexisNexis South Africa. LexisNexis has established a specialist division dedicated to assisting countries on the African subcontinent find solutions to improve the effectiveness of their legal systems and to promote the Rule of Law through the provision of reliable legal information in printed and electronic formats.

Two of the most important sources of law in many countries are legislation and case law. If ambiguity or vagueness exists in either or both, then a state of general legal uncertainty prevails. Similarly, the larger a body of statutory and case law becomes, the greater the potential for legal uncertainty. In such circumstances, access to and knowledge of the law is effectively denied. No legal system can hope to achieve justice, stability, development and the protection of the citizenry under circumstances where the content of the normative law is subject to uncertainty.

LexisNexis, successfully completing the consolidation and updating of the Laws of South Africa, Zimbabwe and the Kingdom of Swaziland in 2000, prompted much interest among other African countries who also find themselves with statutory and case law that is no longer easily accessible. Some African countries have never had their statutory law consolidated and the term “legal uncertainty” in such countries is an understatement of the true state of their law.

Our South Africa business has consolidated, edited, updated and published the laws and/or law reports for the following countries and states:

- Laws of Zimbabwe
- Laws and Law Reports of South Africa
- Laws of Kingdom of Swaziland
- Swaziland Law Reports
- Law Reports of Malawi
- Law Reports of East Africa
- Laws of Kenya
- Laws of Ghana
- Laws of Mauritius
- Mauritius Reports
- All Nigeria Law Reports
- Laws of The Federation of Nigeria
- Laws of the following States of Nigeria:
  - Lagos State
  - Rivers State
  - Bayelsa State
  - Cross River State
  - Ogun State
  - Kwara State
  - Bauchi State
  - Delta State
  - Edo State
  - Federal Capital Territory (FCT), Nigeria

In addition, the South Africa business is in the process of concluding work in progress or publishing agreements to publish the following states’ laws:

- Laws of The Gambia
- Laws of Ekiti State, Nigeria
- Laws of Jigawa State, Nigeria

Our philosophy is that there can be no Rule of Law unless there is access to the basic sources of law. In addition, it is our approach that any contract signed for the publication of laws or law reports, should provide for proper training of Government Officials (and the associated transfer of skills) in the updating and editing of Laws or Law Reports as well as the use of electronic retrieval systems, or such other training as required by our Government customers.

The idea of an African renaissance has motivated us to actively participate in turning noble ideals into reality. We are doing our part to promote stability and the requisite climate for economic and social development throughout Africa. There is no other African or international legal publisher who has recognized this need or who has taken the initiative to develop a specialist unit which caters to the unique needs of African states.

We also supported the Southern African Litigation Center. We have a team from LexisNexis providing legal research assistance for the Center, especially in U.S and International Law. The Center handles human rights issues, including media defense, and women and children’s right to AIDS and HIV treatments.

LexisNexis recently joined the Southern Africa Litigation Centre (SALC) in a joint initiative to train attorneys, support human rights cases, and carry out other programs to advance the Rule of Law.

The 3rd annual De Rebus LexisNexis Bursary for post-graduate legal study was awarded in February 2009. The bursary seeks to develop the legal profession in South Africa by giving two admitted attorneys R40 000 each towards their post-graduate studies. 2008’s worthy recipients were Kennedy Gihana, a refugee from Burundi and Michelle Hestwick, a former factory worker from Cape Town. Both candidates are highly motivated individuals with the drive and ability to promote the Rule of Law and give back to the community.
Community

Access to Justice
LexisNexis is committed to giving low-income people access to justice through pro bono work. We donate our services to lawyers who share our commitment—lawyers working for firms, corporations and non-profit legal services organizations around the globe—and mobilize our own attorneys to volunteer for pro bono work.

In 2008, our in-house attorneys achieved the Pro Bono Institute’s Corporate Pro Bono Challenge which requires 50 percent of in-house lawyers to volunteer and complete pro bono work. Our pro bono legal support for organizations supporting the Rule of Law were recognized last year when we were honored by Appleseed at its “The Power of Making a Difference” conference.

LexisNexis is a corporate sponsor of Probono.net (www.probono.net), an innovative nonprofit organization that works to ensure access to legal services for those who cannot afford a lawyer. With the economic downturn putting increasing pressure on poor families, the need for free legal aid is greater than ever.

The Probono.net site helps more than 50,000 attorneys find pro bono opportunities, training events, mentors and resources that allow them to provide legal assistance to low- and moderate-income people. Probono.net also helps in excess of 3 million people each year with questions about their legal rights and helps them find free legal aid in their communities.

Probono.net also leads a national effort to provide online legal document assembly for poverty law and court access to justice programs across the country. LexisNexis provides HotDocs® software free of charge for this online document assembly program.

In addition, our donation of HotDocs® software and corporate sponsorship, LexisNexis employees have volunteered their expertise to help Probono.net:

- Optimize its Web site to ensure that those using Internet search engines to look for legal help find their way to the Pro Bono Net LawHelp service
- Develop a pro bono community on Martindale-Hubbell® Connected, a new social networking site for legal professionals
- Host a dedicated network community devoted to pro bono through our Martindale-Hubbell Connected Alliance Program
- Host the Probono.net data storage and application servers at the LexisNexis® Data Center

In addition to our donation of HotDocs software and corporate sponsorship, LexisNexis employees have volunteered their expertise to help Probono.net:

- HotDocs generates customized documents in minutes and eliminates error-prone practices like cut-and-paste and search-and-replace. It also standardizes documents to ensure that important clauses are included and irrelevant or contradictory provisions are removed.

In 2008, LexisNexis provided qualified legal services organizations with free HotDocs software. The HotDocs Software Donation Program allows qualified organizations to request HotDocs software for each computer in the organization’s offices. Legal services organizations funded by the Legal Services Corporation (LSC) and organizations that receive funds through their state Interest on Legal Trust Accounts (IOLTA) programs are eligible to participate in the HotDocs Software Donation Program. To date, LexisNexis has donated 2,000 licenses of HotDocs to legal services organizations.

In addition to donating to legal services organizations, LexisNexis also provides HotDocs to Wills for Heroes, an organization that provides essential legal documents free of charge to our nation’s first responders, including wills, living wills and powers of attorney. By helping first responders plan ahead, they ensure their family’s legal affairs are in order before a tragedy hits.
Community

Protecting and Safeguarding Children
An important goal of LexisNexis is to protect and safeguard children through our industry-leading technology and expertise in information and analytics. From working with various nonprofits such as the National Center for Missing and Exploited Children (NCMEC), the Boys & Girls Clubs of America and other children’s charities, LexisNexis leverages its experience to locate missing children, screen volunteers that interact with children and stop trafficking of women and children.

In 2008, LexisNexis continued its support for NCMEC and its ADAM program by providing more than $200,000 in combined monetary donations and access to our investigative products such as Accurint® for Law Enforcement, research solutions such as lexis.com®, and expert consulting and training. Our support for the ADAM program, which consists of geographically targeted missing child alerts, helps NCMEC and law enforcement agencies respond to and prevent child abductions. In 2008, our support for the ADAM program helped to reunite 42 children with their families, and in eight years of partnership with NCMEC we have contributed to the resolution of thousands of cases of missing children.

The exploding growth of nonprofit organizations brings with it an alarming opportunity for volunteers with criminal records to have direct contact with the children these organizations are chartered to protect. Volunteers and staff members are the heartbeat of nonprofits and enable them to provide a valuable service to these children. However, in this era of giving, nonprofit organizations are at risk of falling prey to individuals who have criminal records applying for jobs or volunteer positions.

Our ongoing support for organizations such as the Boys & Girls Clubs of America includes comprehensive employee and volunteer background screening to help protect vulnerable populations.
Supply Chain
Expanding Best Practices

LexisNexis upholds the same values in our supply chain that we set for our own behavior. That includes requiring our suppliers to adhere to all laws, embody and promote best practices in their own operations, including by treating their employees well and respecting the environment.

To promote ethics in our supply chain, we have created a Supplier Code of Conduct which suppliers must sign and display prominently in the workplace. The Supplier Code contains standards on child labor, involuntary labor, wages, coercion and harassment, nondiscrimination, freedom of association, environment, and health and safety. It also precludes retaliation stating, “Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Code of Conduct, or who assists in the investigation of any such report.”

The Supplier Code helps suppliers spread best practices through their own supply chain, requiring their subcontractors to enter into a written commitment that they will uphold the Supplier Code. The Supplier Code makes clear that where local industry standards are higher than applicable legal requirements, we expect suppliers to meet higher standards.

In 2008, we conducted eight audits of high-risk suppliers. We determine high risk-suppliers to be those operating in areas where human rights, labor, environmental or other abuses have been known to occur.

Socially Responsible Supplier Program—2008

| # of key suppliers on SRS database | 199 |
| SRS Suppliers have signed our Code | 120 (60%) |

Survey Results:

| SRS Responses | 55 |
| Paper Responses | 6 |
| Total Survey Responses | 61 (31%) |
| # of suppliers with a board level representative responsible for Corporate Responsibility | 38 (62%) |
| # independent audits | 5 |
| # of non-compliant suppliers | 5 |
| # Corrective Action Report programmes | 5 |
| # of SRS suppliers with a formal EMS | 40 (66%) |
| # of SRS suppliers with environmental reduction targets | 32 (52%) |
| # of SRS suppliers have external certification of their operations | 35 (57%) |
| # externally report of environmental impact | 25 (41%) |
| # have reported environmental incidents in the last 2 years | 4 (6%) |
| Internal audits | 3 |
| Report their full CO₂ emissions (paper suppliers only) | 4 (67%) |
Governance

A foundation of honesty, integrity and transparency

Governance remains a key component to the success of LexisNexis. It’s a foundation for shareholder confidence and employee morale. Our work in this area also demonstrates to the broader public that LexisNexis is an organization that operates in an open, honest and ethical manner.

Values
Our values—Customer Focus, Valuing our People, Passion for Winning, Innovation and Boundarylessness—are at the heart of what we do. We measure our behavior against these values in two ways. First, as part of the annual performance appraisal process our employees are evaluated each year on how well they have demonstrated the values. We also complete an employee opinion survey annually and ask employees how well they believe the leadership is demonstrating these values.

To help employees understand what is expected of them, LexisNexis has translated the values into specific behaviors.

Customer Focus
We have a passion for understanding and exceeding our customers’ expectations. Acting with integrity, we strive to be their indispensable partner.

Valuing our People
We put the highest priority on recruiting, developing and retaining outstanding people. We recognize and reward achievement and empower staff at all levels to maximize their potential and contribution within a work environment based on respect and open and honest communication.

Innovation
We encourage our employees to be entrepreneurial, learn from mistakes and to challenge the status quo. We constantly look for new ideas and value “out of the box” thinking.

Boundarylessness
We embrace the global nature of our business and encourage people to work collaboratively across business units, hierarchy, functions and geography. We seek to break down barriers between organizations and encourage people to support one another and develop positive working relationships with each other, customers and suppliers.

Passion for Winning
We are determined to be the best. We focus on being a high-energy, fast-moving decisive organization that executes and delivers well and sets aggressive goals. We hold ourselves accountable for outstanding results.

Code of Ethics and Business Conduct
The Code of Ethics and Business Conduct, disseminated to every employee, is a guide for our corporate and individual behavior. Encompassing topics such as human rights, anti-bribery, acceptance of gifts and entertainment, company political involvement, safety and fair competition, it encourages open and principled behavior.

To aid employee understanding of the Code, we offer an online training program developed in collaboration with Reed Elsevier, our parent company, and its other divisions. The course explains substantive policies, emphasizes the importance of compliance, and highlights resources available to employees with questions or concerns.

Seventy percent of Reed Elsevier employees received online training on the Code by the close of 2008. The Code will be updated in 2009 to improve readability. Also in 2009, a refresher Code course will be rolled out to U.S. employees, and Code training will be expanded to employees in the Netherlands, France, Japan and China.

Commitment to the UN Global Compact
The United Nations Global Compact (UNGC) links businesses around the world with UN agencies, labor and civil society in support of 10 principles encompassing human rights, labor, the environment and anti-corruption. Since becoming a signatory, we continually work to further UNGC principles within the company and beyond. Read the UNGC at: www.unglobalcompact.org
Privacy, Security and Compliance

Sound privacy, security and compliance practices are essential to the well-being of our business and the benefits of responsibility in these areas cascade to our customers in business, legal, corporate, government, and non-profit organizations, as well as society in general. We focus on each of these components, integrating them into our business model.

We not only work to mitigate risk by striving to deliver best-in-class solutions and services, but also strive to use industry-leading safeguards to assure information is accessible and reliable. We design those safeguards to protect against improper access and impermissible use.

LexisNexis Data Privacy Principles

LexisNexis is committed to promoting the responsible use of information. In recognition of this commitment, we have adopted comprehensive LexisNexis Data Privacy Principles that speak to the sensitive personally identifiable information that is collected, maintained, used or disseminated by LexisNexis.

We remain focused on building and maintaining trust with customers, employees, vendors, shareholders and consumers by regularly and transparently communicating about privacy, security and compliance practices and procedures. Among key components of our privacy principles are:

Education—We strive to inform employees, customers and the public about appropriate use of our products and services. We also regularly share with those audiences the steps we have undertaken to enhance consumer privacy.

Accountability—We support accountability of information industry standards and practices, responsible and effective federal regulation of the data industry, and legislation governing the practices of all data providers. LexisNexis also supports industry oversight and active engagement with the privacy community. We believe that privacy and information security protections are vital for an effective and trusted data industry. The full LexisNexis Data Privacy Principles are available at: www.lexisnexis.com/dataprivacy

Online Privacy—We work to protect the privacy of personally identifiable information obtained over the Internet and strive to apply our Data Privacy Principles and standards to the evolving online environment.

Identity Theft—We strive to prevent the acquisition of information from our products and services for improper purposes, such as identity theft.
LexisNexis employs 18,000 people in more than 20 countries. Our workforce is highly skilled and motivated. Working together around the world, they form a unified network of professionals who share a passion for solving problems, driving results and improving society with our world-class content, information analytics and workflow solutions.

The true strength of LexisNexis is the people who make up our diverse workforce. We know we have a world-class brand and enjoy a leading position in our markets. But we also know we could not have reached that point—and will not get to where we want to go next—without our talented people. They consistently move us forward and remind us whenever we fall short of our aspirations.

Our goal is to create for each and every person a challenging, rewarding and supportive work environment where they can achieve their full potential. We want to be known—inside and outside the company—as a great place to work.

Committed to Diversity and Inclusion

As a global organization, we value people of all cultures, races, religions, nationalities and ethnicities, regardless of gender, gender identity and/or expression, age, disability, or sexual orientation. We are committed to promoting a diverse workforce and strive to create a work environment that respects individuals and their contributions, and fosters innovation.

Diversity of people and ideas creates strength for our business and customers. We are passionate about attracting, retaining and developing the most talented and skilled individuals, regardless of background. We encourage our people to work across functions, geographies and cultures as one company.

We have a Diversity and Inclusion Working Group with representatives from across the company who explore diversity communications, training and recruitment. We have a growing number of affinity groups, such as LexisNexis Women Connected and the African American Network. These groups advance community, helping drive diversity initiatives and mentoring. We have been able to draw on the experience of our new colleagues from Choicepoint, acquired in 2008, whose well-developed affinity groups include a Women’s Alliance, Gay and Lesbian Alliance, a Multicultural Group and a Veterans Group.

Management Committee by Gender

Employees by Gender

Managers by Gender

Employees by Age
LexisNexis Women Connected (Quotes from participants)

“These are highly professional women who have the best interest of the company, the community, and their fellow employees at heart.”
Beth Fess, Senior Vice President Finance

“My best memory was when an employee contacted me to tell me she had been promoted after several years of being a member and taking advantage of everything the group offered.”
Laura Young, Manager of Diversity

“I completely love being connected to women at work, because we share a lot of the same work issues and we all try to have a work-life balance.”
Sylvia Burnette, Implementation Consultant

“I’ve formed new friendships with other women and have been able to assist some of them in finding better jobs within the company.”
Judy Calland, Associate Product Manager

“I learned how involved I can be in our community even though I work full time and have a family.”
Miriam Maull, Manager Product Development

Developing Talented Women
In 2008, our workforce was 54% female, as were 43% of our managers and 42% of our senior leadership team. That’s strong evidence of our commitment to creating a workplace that provides talented women the opportunity to build rewarding and sustainable careers, to contribute to the success of the organization and to make a positive impact on society.

These are the principles underpinning LexisNexis Women Connected. In 2008, we expanded the network to women leaders across the U.S. with a focus on training and development, mentoring and networking for women at LexisNexis. We spent much of the time this past year building relationships among members. In addition, consistent with our commitment to giving back to the community, the network’s women spent a significant portion of their time volunteering for nonprofit organizations that support the development of women and girls.

LexisNexis Women Connected also worked with leading women’s organizations such as the National Association of Women Lawyers, the National Association of Women Judges, the ABA Commission on Women, and The Leadership Institute for Women of Color Attorneys in Law and Business, Inc., to advance gender equality in the legal profession as well as to partner on philanthropic projects across the U.S.

Health & Safety Performance
The very essence of valuing our people means going beyond legal obligations. LexisNexis continues to place the highest priorities on ensuring the well-being of our people everywhere. It is vital to their welfare and the productivity of our employees.

The importance of employee health and safety is emphasized in the Reed Elsevier Code of Ethics and in its Global Health and Safety Policy, which commits us to providing a healthy and safe workplace for all employees, as well as safe products and services for clients.
Environment
Reducing Our Global Footprint

LexisNexis has a direct impact on the environment, principally through the use of energy and water, the generation of waste, business travel and through our supply chain. Our direct impacts come from operating our office facilities, data centers and from our transport. As a global company, we are committed to actively reducing our environmental impact through conservation and by efficiently employing sustainable materials and technologies.

Targets
We believe it is important to set and achieve absolute environmental targets. We include normalized results to show our performance relative to the growth in our business.

We began setting environmental targets, based on internal and external expertise, in 2003. By the close of 2008, we exceeded our water and travel emissions targets, but CO₂ emissions and energy targets have proved more difficult. As our business continues to expand and online delivery increases, we have experienced corresponding increases in energy usage at our data centers. Energy reduction efforts have not reversed the trend. On a normalized basis, we achieved 36 percent and 35 percent reductions in our carbon emission and energy respectively between 2003 and 2008.

Environmental Performance

<table>
<thead>
<tr>
<th>Key Performance Indicators</th>
<th>Target (absolute)</th>
<th>Achievement to date</th>
<th>Normalized for revenue growth</th>
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<td>CO₂ Emissions*1 (2003-2010)</td>
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<tr>
<td>Total Energy (2003-2008)</td>
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<tr>
<td>CO₂ Emissions (2003-2010) (Net)</td>
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<td>-5%</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*1 GHG Protocol Scopes 1 & 2 + 3 Business Travel
*2 Percentage Points
*3 Performance/Revenue

Renewable electricity restated at standard electricity rates. Including renewable electricity at zero emissions would have achieved an absolute reduction of 5% between 2003 and 2008.

New Targets

<table>
<thead>
<tr>
<th>Key Performance Indicators</th>
<th>Target</th>
<th>Baseline year</th>
<th>Target date</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO₂ Emissions</td>
<td>-10%</td>
<td>2006</td>
<td>2015</td>
</tr>
<tr>
<td>Total Energy</td>
<td>-5%</td>
<td>2008</td>
<td>2015</td>
</tr>
<tr>
<td>Travel Emissions</td>
<td>-5%</td>
<td>2008</td>
<td>2015</td>
</tr>
<tr>
<td>Water</td>
<td>-10%</td>
<td>N/A</td>
<td>2015</td>
</tr>
<tr>
<td>Waste Recycled</td>
<td>70%</td>
<td></td>
<td>2015</td>
</tr>
</tbody>
</table>
Environment

Through continual improvements in data collection, we are reporting on 100 percent of our locations for the first time. This provides a strong baseline for updating our targets, two of which expired in 2008. We have reviewed good practice, engaged in-house experts who produce our environmental solutions, and consulted with stakeholders and peers through meetings and sectoral networks. We will report against absolute targets annually, and we will also include normalized results alongside them.

To achieve our 2015 targets we have established working groups to focus on specific areas, hired dedicated engineering, design and construction specialists to help identify reduction possibilities throughout our portfolio, and are introducing environmental standards to engage all employees.

Standard levels are those needed to achieve our targets, and are based on our current environmental performance and internal and external good practice. Locations that achieve five environmental standards in any year will gain green status and be recognized on World Environment Day beginning in 2009. Staff at locations with excellent performance will serve as mentors to those at lower-performing locations. By setting standards based on usage levels per person, we aim to engage employees in achieving our targets and to inspire green competition among offices.

Environmental Standards

<table>
<thead>
<tr>
<th>Area</th>
<th>Standard</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental reporting</td>
<td>Accurate reporting through the RE Group Environmental Survey</td>
<td>Management</td>
</tr>
<tr>
<td>Environmental certification</td>
<td>BS 8555 Phase 1</td>
<td>Management</td>
</tr>
<tr>
<td>Transport</td>
<td>Develop and implement a Local Travel Plan</td>
<td>Management</td>
</tr>
<tr>
<td>Energy consumption</td>
<td>5,400 kWh per person or EPA Energy Rating of 69</td>
<td>Performance</td>
</tr>
<tr>
<td>Carbon emissions</td>
<td>2 tonnes/CO₂ per person or EPA Energy Rating of 69</td>
<td>Performance</td>
</tr>
<tr>
<td>Water</td>
<td>11 m³ per person</td>
<td>Performance</td>
</tr>
<tr>
<td>Waste management</td>
<td>60% recycling rates</td>
<td>Performance</td>
</tr>
<tr>
<td>Office paper</td>
<td>3,000 pages per person</td>
<td>Performance</td>
</tr>
</tbody>
</table>

Note: The standards are applicable by location and will be reviewed annually.

* 1 BS 8555 is a phased approach towards ISO 14001 environmental certification
* 2 A local travel plan identifies areas for improvement in business travel and commuting
* 3 EPA’s energy performance rating system rates the performance of buildings on a scale of 1 to 100; a rating of 69 indicates a building is more efficient than 69% of buildings in its peer group, the minimum level needed to achieve the Leadership in Energy and Environmental Design (LEED) Green Building Rating System
Energy

Total energy usage increased by 3% from 138,121 MWh in 2007 to 142,681 MWh in 2008. However, when normalized to take into account the business growth, there was the equivalent of a 4% decrease. Since 2003, absolute energy usage has increased by 5%, with an equivalent 35% decrease in normalized terms.

In 2008, we continued to expand the number of locations purchasing renewable electricity. Energy usage at our offices increased 3% in absolute terms between 2007 and 2008. Energy use at our data centers—which account for 42% of our total energy use—rose by 7% in 2008 over 2007. This correlates to a 6% increase in the number of searches conducted in the year and a 21% increase in information storage.

Environment

Combating Climate Change

As our Climate Change Statement makes clear, “we are committed to reducing the impact we have on the climate through proactive measures.” In 2008, our total carbon emissions decreased 2%. This was led by a 30% decrease in Scope 3 business-travel-related emissions. When normalized, there was the equivalent of a 9% decrease in total carbon emissions.

We also continued to expand a new online community: the Environmental Law & Climate Change Center at: law.lexisnexis.com/environment

The Center provides information, ideas and insights into the laws that affect our planet and can be shared across a broad population through blogging, commentary, expert analysis, podcasts and video sharing.

Already, the Center has been at the forefront of reporting and analyzing new initiatives in the realm of global environmental protections and the ever-changing face of this area of law, garnering more than 20,000 visits in 2008.

CO₂ Emissions

<table>
<thead>
<tr>
<th>t/CO₂ by GHG Protocol</th>
<th>Absolute</th>
<th>Normalized Ratios</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1: Fuel combustion including gas supplied to our facilities whether leased or owned/company owned vehicles</td>
<td>6,070 -10%</td>
<td>6,769</td>
</tr>
<tr>
<td>Scope 2: Purchased electricity for own use</td>
<td>66,982 5%</td>
<td>63,605</td>
</tr>
<tr>
<td>Scope 3: Business travel</td>
<td>11,114 -30%</td>
<td>15,870</td>
</tr>
<tr>
<td>Total t/CO₂ (GHG Protocol scopes 1, 2 &amp; 3, Business travel)</td>
<td>84,166 -2%</td>
<td>86,244</td>
</tr>
</tbody>
</table>
Environment

**Paper**
Consumption of production paper increased slightly (<1%) from 24,104 tons in 2007 to 24,203 tons in 2008. Because paper remains a major environmental impact area for LexisNexis, we are committed to ensuring that the resources and materials used by our businesses are sustainable, are capable of being recycled and are used effectively with minimum waste. Similarly, office paper consumption decreased slightly—0.5%—in 2008 due to continued focus on duplex printing.

**Production Paper (2003–2008)**

**Waste**
Of the 10,792 metric tons of waste we generated in 2008, 30% was recycled, compared with 33% in 2007. This is substantially short of our 60% recycled waste target.

**Percentage of Waste Disposed (2008)**

**Travel**
Business travel is a significant contributor to our total emissions. Between 2007 and 2008, CO₂ emissions from our business travel decreased by 28% (17,119 t/CO₂ in 2007 vs. 12,244 t/CO₂ in 2008). Since 2003, absolute transport emissions decreased by 18%.

Environment

Water
LexisNexis, through its parent company, Reed Elsevier, supports the United Nations CEO Water Mandate, which seeks to address the challenges posed by water scarcity and quality to communities and ecosystems. We remain acutely aware that water is the world’s most vital and irreplaceable resource.

Absolute water usage decreased 9% from 277,242 m$^3$ in 2007 to 252,206 m$^3$ in 2008, allowing us to exceed our five-year, 10% reduction target.

In 2008, LexisNexis invested in waterless urinals in several of our facilities, which we expect will result in a significant reduction in water consumption in 2009.

Employee Involvement
LexisNexis employees around the globe continue to find new and better ways to solve the world’s pressing environmental challenges. For example, a Great Idea Contest in 2008 yielded more than 400 environmentally friendly suggestions, including paperless expense reports, electronic contract submission and installation of occupancy sensors in locations where we do not already have them. Each person who participated in the competition received an award and six winners received $1,000 as a bonus from the company.
LexisNexis remains committed to helping customers meet their business goals, first by listening closely to their needs, then by developing and delivering solutions that help customers win in their own marketplace.

We have more than 35 years of experience in tailoring solutions that make it easier for customers to gain meaningful insights, reduce risk, improve productivity and increase profitability. It is a track record of innovation and success that has allowed us to help both our customers and society. Our solutions help our clients succeed and address important social issues. Wherever possible we donate our solutions to help others around the world.

### Legal Industry
Rule of Law exists where the law is publicly available, consistently enforced and even-handedly applied. Our legal customers are working on the front line to advance the Rule of Law around the world aided by our solutions.

### Helping Create More Efficient and Cost-Effective Courts—LexisNexis® File & Serve
Enables lawyers to file legal documents to the court via secure electronic means for speedier and more cost-effective filing. It also helps them serve documents to opposing counsel faster. This indirectly benefits the public because the system is free for courts and creates a more efficient and cost-effective filing system for court documents.

### Helping Lawyers and Other Legal Professionals Pursue Justice—LexisNexis® litigation software solutions such as CaseMap®
Help litigators see relationships among thousands of pieces of information in a case. Whether it’s evidence, people involved, case histories, news, data or other information, CaseMap helps lawyers more accurately assess a case and build an effective litigation strategy. Ultimately, this leads to more accurate and timely resolutions.

### Helping People Find Legal Information and Counsel—The Lawyers.comSM site is the online destination for individuals seeking information about legal issues or to find counsel. It features discussion forums, ask-a-lawyer, a life-events section, tips, blogs and templates, as well as a complete listing of lawyers throughout the U.S.

### Access to Documents to Help Individuals do their Jobs—Online legal research solutions such as lexis.com® and nexis.com® help legal professionals, journalists, researchers, academics, public officials and others find news, legal documents and information. Offering an unprecedented depth and breadth of resources from around the world, lexis.com and nexis.com help users uncover the truth.
Our Solutions

Risk Information Industry
Another example of our ability to solve problems that matter is the LexisNexis Risk & Analytics Group. This group serves law enforcement, government agencies, financial services firms, collection agencies, insurance and health care providers and other professionals. LexisNexis solutions are used by more than 4,000 federal, state and local law enforcement agencies. Among the problems we solve for customers and society are:

Supporting and refueling the economy—Consumers have borrowed at unprecedented levels, raising the percentage of debtors in the U.S. LexisNexis helps lenders make better financing decisions to mitigate lending risk and lead to fewer bad debts.

Assessing credit risk for emerging markets—As many as 50 million Americans are not covered by traditional credit scoring methods such as FICO and credit bureaus. LexisNexis helps businesses evaluate applicants whose financial history is either nonexistent or too limited for traditional assessment tools.

Reducing the risk and cost of fraud—The annual cost of insurance fraud in the U.S. is estimated between $85 and $120 billion. Fraudulent bankruptcy filings cost the economy $3 billion each year and credit card fraud costs another $1 billion annually. Using sophisticated algorithms, LexisNexis identifies high-risk credit transactions or inconsistencies in credit applications or insurance claims, predicting fraud risk before it happens.

Reducing identity fraud—Identity fraud costs businesses and financial institutions nearly $48 billion each year. LexisNexis helps to minimize identity fraud by ensuring businesses and government add new layers to the identity verification process.

Preventing violence in the workplace—Violence in the workplace is on the rise with more than 5,500 acts of violence or threats occurring daily. Our background screening solutions are used by human resource managers to identify a history of violence before hiring decisions are made. LexisNexis conducts more than 12 million background checks per year. This includes nearly half of the country’s top employers.

Protecting & Safeguarding Children—LexisNexis is passionate about protecting children through our industry-leading technology and expertise in information and analytics. From working with various nonprofits such as National Center for Missing and Exploited Children (NCMEC) to the Boys & Girls Club of America, the LexisNexis Risk & Information Analytics Group leverages its experience to locate missing children, screen volunteers that interact with children and to stop trafficking of women and children.