

Impact Report

2024

About This Report

The information and data in this report cover S&P Global's sustainability and corporate responsibility performance for calendar year 2024. Unless otherwise noted, all information herein is representative of the company as of December 31, 2024. Unless specified, data for years prior to 2022 is for S&P Global on a stand-alone basis prior to the successful merger with IHS Markit on February 28, 2022.

As of December 31, 2024, S&P Global had more than 42,000 permanent employees worldwide.

S&P Global is a majority owner of CRISIL, which is governed by its own board and management team. CRISIL data is included, where applicable, within the scope of the 2024 Impact Report. CRISIL has issued its own sustainability report, which can be found [here](#).

This report includes information on management and performance related to S&P Global's material topics. It has been prepared with reference to the GRI Standards and the SASB Standard for Professional & Commercial Services.

S&P Global strives to provide data and information that is reliable and transparent. For data reporting and information about our third-party assurance, view the 2024 assurance statement [here](#). Unless otherwise stated, there are no restatements of information for prior reporting periods.

As the regulatory environment with respect to sustainability reporting continues to evolve, our organizational boundaries in relation to our sustainability reporting may be subject to change. For further details about the boundaries for this report, please refer to the notes associated with individual data points and the consolidated data tables in the [Appendix](#).

This report is designed for web and mobile accessibility, with a color palette selected for accessibility and readability.

The company has identified a variety of sustainability-related topics that are considered material to the company in this context because of their importance to our stakeholders when evaluating sustainability-related issues relevant to the company. These topics also help guide the company's sustainability strategic planning processes and initiatives. References to terms such as "material" or "materiality" in this report are distinct from, and should not be confused with, the terms "material" and "materiality" as they are used, defined by or construed under securities or other laws or as used in the context of financial statements and reporting required by applicable law and regulation. A listing of what we currently identify and categorize as our top sustainability-related material topics can be found under the section [Our Approach to Sustainability](#).

For a discussion of S&P Global's business, including risks that could materially and adversely affect our business, financial condition and results of operations, please refer to S&P Global's filings with the Securities and Exchange Commission, including our most recent Quarterly Report on [Form 10-Q](#) and Annual Report on [Form 10-K](#).

Cautionary Statements

This report includes information about S&P Global Inc. and its affiliates (“S&P Global”), describing business, environmental and social issues that have a direct and significant impact on our company, our employees and our strategic partners, as well as issues that our organization has a unique opportunity to influence. Our business units and operational divisions provided content and data for this report. This report also highlights the work of the S&P Global Foundation, the keystone of S&P Global’s philanthropic efforts, which supports the building of inclusive, resilient economies.

Statements regarding S&P Global’s objectives, plans, goals, targets and commitments are aspirational. Furthermore, data, statistics and metrics included in this report, including those that support S&P Global’s objectives, plans, goals, targets and commitments, are estimates; are not audited by a third-party accounting firm; continue to evolve; are based on assumptions believed to be reasonable at the time of preparation, but may be subject to revision; and may be based on developing standards that may change in the future. The annual data presented in this report covers our 2024 fiscal year (January 1 to December 31, 2024), unless otherwise stated. This report represents our current policy and intent and is not intended to create any legal rights or obligations.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) standards specific to our industries and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and it incorporates select content from the CDP (formerly known as the Carbon Disclosure Project). The sustainability data, disclosures and claims in this report have been verified by SLR Consulting, an independent third party, and cover S&P Global’s greenhouse gas (GHG) emissions inventory and material activities under S&P Global’s operational control. SLR Consulting uses the criteria in the Greenhouse Gas Protocol (2015 revised edition) issued by WRI and WBCSD, the GHG Protocol Corporate Value Chain (Scope 3) Standard, and appropriate GHG conversion factors for company reporting as published by the UK Department for Energy Security and Net Zero (DESNZ) and the International Energy Agency (IEA) to verify S&P Global’s environmental key performance indicators (KPIs), and GRI’s Principles of Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability to verify S&P Global’s social KPIs. S&P Global’s Impact Report verification is based on the International Standard on Assurance Engagements (ISAE) 3000 and ISAE 3410 and is reported to a limited level of assurance.

This report uses terms such as “material” or “materiality.” References to these terms in this report are distinct from, and should not be confused with, the terms “material” and “materiality” as they are used, defined by or construed under securities or other laws or as used in the context of financial statements and reporting required by applicable law and regulation. The inclusion of information or the absence of information in this report should not be construed to represent S&P Global’s belief regarding the materiality, or financial impact, of that information.

For a greater understanding of our business, including risks that could materially and adversely affect our business, financial condition and results of operations, please refer to our filings with the Securities and Exchange Commission, including our most recent Quarterly Report on Form 10-Q and Annual Report on Form 10-K.

Safe Harbor Statement

Forward-Looking Statements

This report contains “forward-looking statements,” as defined in the Private Securities Litigation Reform Act of 1995. These statements, which express management’s current views concerning future events, trends, contingencies or results, appear at various places in this report and use words like “anticipate,” “assume,” “believe,” “continue,” “estimate,” “expect,” “forecast,” “future,” “intend,” “plan,” “potential,” “predict,” “project,” “strategy,” “target” and similar terms, and future or conditional tense verbs like “could,” “may,” “might,” “should,” “will” and “would.” For example, management may use forward-looking statements when addressing topics such as: the outcome of contingencies; future actions by regulators; changes in the Company’s business strategies and methods of generating revenue; the development and performance of the Company’s services and products; the expected impact of acquisitions and dispositions; the Company’s effective tax rates; the Company’s cost structure, dividend policy, cash flows or liquidity; and the anticipated separation of S&P Global Mobility (“Mobility”) into a standalone public company.

Forward-looking statements are subject to inherent risks and uncertainties. Factors that could cause actual results to differ materially from those expressed or implied in forward-looking statements include, among other things:

- worldwide economic, financial, political and regulatory conditions (including slower GDP growth or recession, restrictions on trade [e.g., tariffs], instability in the banking sector and inflation), and factors that contribute to uncertainty and volatility (e.g., supply chain risk), natural and man-made disasters, civil unrest, public health crises (e.g., pandemics), geopolitical uncertainty (including military conflict), and conditions that result from legislative, regulatory, trade and policy changes, including from the new U.S. administration;
- the volatility and health of debt, equity, commodities, energy and automotive markets, including credit quality and spreads, the composition and mix of credit maturity profiles, the level of liquidity and future debt issuances, equity flows from active to passive, fluctuations in average asset prices in global equities, demand for investment products that track indices and assessments and trading volumes of certain exchange-traded derivatives;
- the demand and market for credit ratings in and across the sectors and geographies where the Company operates;
- the Company’s ability to maintain adequate physical, technical and administrative safeguards to protect the security of confidential information and data, and the potential for a system or network disruption that results in regulatory penalties and remedial costs or improper disclosure of confidential information or data;
- the outcome of litigation, government and regulatory proceedings, investigations and inquiries;
- concerns in the marketplace affecting the Company’s credibility or otherwise affecting market perceptions of the integrity or utility of independent credit ratings, benchmarks, indices and other services;
- the level of merger and acquisition activity in the United States and abroad;
- the level of the Company’s future cash flows and capital investments;
- the effect of competitive products (including those incorporating generative artificial intelligence [“AI”]) and pricing, including the level of success of new product developments and global expansion;
- the impact of customer cost-cutting pressures;
- a decline in the demand for our products and services by our customers and other market participants;
- our ability to develop new products or technologies, to integrate our products with new technologies (e.g., AI), or to compete with new products or technologies offered by new or existing competitors;
- our ability to attract, incentivize and retain key employees, especially in a competitive business environment;
- our ability to successfully navigate key organizational changes, including among our executive leadership;
- the Company’s exposure to potential criminal sanctions or civil penalties for noncompliance with foreign and U.S. laws and regulations that are applicable in the jurisdictions in which it operates, including sanctions laws relating to countries such as Iran, Russia and Venezuela, anti-corruption laws such as the U.S. Foreign Corrupt Practices Act and the UK Bribery Act of 2010, and local laws prohibiting corrupt payments to government officials, as well as import and export restrictions;
- the continuously evolving regulatory environment in Europe, the United States and elsewhere around the globe affecting each of our businesses and the products they offer, and our compliance therewith;
- the Company’s ability to make acquisitions and dispositions and successfully integrate the businesses we acquire;
- consolidation of the Company’s customers, suppliers or competitors;
- the introduction of competing products or technologies by other companies;
- the ability of the Company, and its third-party service providers, to maintain adequate physical and technological infrastructure;
- the Company’s ability to successfully recover from a disaster or other business continuity problem, such as an earthquake, hurricane, flood, civil unrest, protests, military conflict, terrorist attack, outbreak of pandemic or contagious diseases, security breach, cyber attack, data breach, power loss, telecommunications failure or other natural or man-made event;
- the impact on the Company’s revenue and net income caused by fluctuations in foreign currency exchange rates;

- the impact of changes in applicable tax or accounting requirements on the Company;
- the separation of Mobility not being consummated within the anticipated time period or at all;
- the ability of the separation of Mobility to qualify for tax-free treatment for U.S. federal income tax purposes;
- any disruption to the Company's business in connection with the proposed separation of Mobility;
- any loss of synergies from separating the businesses of Mobility and the Company that adversely impact the results of operations of both businesses, or the companies resulting from the separation of Mobility not realizing all of the expected benefits of the separation; and
- following the separation of Mobility, the combined value of the common stock of the two publicly-traded companies not being equal to or greater than the value of the Company's common stock had the separation not occurred.

The factors noted above are not exhaustive. The Company and its subsidiaries operate in a dynamic business environment in which new risks emerge frequently. Accordingly, the Company cautions readers not to place undue reliance on any forward-looking statements, which speak only as of the dates on which they are made. The Company undertakes no obligation to update or revise any forward-looking statement to reflect events or circumstances arising after the date on which it is made, except as required by applicable law. Further information about the Company's businesses, including information about factors that could materially affect its results of operations and financial condition, is contained in the Company's filings with the Securities and Exchange Commission (SEC), including Item 1A, Risk Factors, in our most recently filed Annual Report on Form 10-K, as supplemented by Item 1A, Risk Factors, in our most recently filed Quarterly Report on [Form 10-Q](#).

Table of Contents

Introduction

From Our CEO	7
From Our People Leadership	8
About S&P Global	9
Our Divisions	9
Our Approach to Sustainability	10
2024 Highlights	12

Responsible Business Conduct 13

Corporate Governance	14
Business Ethics and Integrity	15
Risk and Crisis Management	16
Policy Influence and Transparent Engagement	19
Responsible Products and Marketing	20
Responsible Sourcing and Supply Chain Management	22

Material Topics 24

Community and Economic Impact	25
Culture and Engagement	31
Data Privacy and Cybersecurity	35
Employee Health, Safety and Wellbeing	38
Energy and Climate Change	41
Human Rights	46
Nature and Biodiversity	50
Talent Attraction and Development	53

Sustainability Products and Data 60

Appendix 70

Consolidated Data Tables	71
GRI Content Index	77
SASB Standards Index	81

From Our CEO

At S&P Global, making an impact, simply put, means living up to the highest ethical standards and making this great company even better.

It's about helping our customers make decisions with trusted data, technology, analytics and benchmarks. It means providing our 40,000-plus people with opportunities to contribute, learn and develop – in the interest of advancing their careers and better serving our customers throughout the world. We also define having an impact as supporting the communities where we live and work, optimizing our energy usage and minimizing waste.

Throughout the following pages, you'll read about the work our teams have done over the past year to demonstrate our commitment to responsible business conduct. In 2024, for example:

- We provided our people with training and tools to support the deployment of AI technology responsibly and effectively.
- We enhanced employee wellbeing offerings by optimizing benefits systems and increased employee engagement through our People Resource Groups.
- And the S&P Global Foundation launched a multi-year, multimillion dollar grants program to support its strategic philanthropic priorities.



As we go forward, we'll continue our focus on driving long-term value creation and operating as a resilient company.

Thank you to everyone responsible for producing this vital report and thank you for your interest in the impact we're making across the globe. There has never been a more exciting time for our company.

Sincerely,

A handwritten signature in black ink that reads "Martina".

Martina Cheung
President and Chief Executive Officer

From Our People Leadership



Thank you for reviewing our 14th annual Impact Report.

As we continue to grow and evolve as a company, our annual sustainability disclosure offers an opportunity to reflect on our impact and the areas where we can go further. Our actions contribute to an engaged workforce, strong customer focus, and a healthier planet and company.

Despite a shifting regulatory environment, we remain steadfast and agile in our sustainability initiatives, using tools such as AI and data to inform our strategies. We continue to embed sustainable practices in our operations, demonstrating how progress on material social, environmental and governance issues supports business resilience.

In 2024, we grew our use of renewable energy to 58%, streamlined our vendor engagement program, and enhanced the systems and data validation mechanisms necessary to align our sustainability disclosure with the rigor of our financial disclosures. While we reduced our Scope 1 and Scope 2 emissions intensity from our 2019 baseline, we continue to enhance our approach to employee business travel.

Thank you for your continued interest in our sustainability journey. We're excited about the work and confident that, together, we can make a lasting difference.

Sincerely,

A handwritten signature in black ink that reads "Girish Ganesan".

Girish Ganesan
Chief People Officer

A handwritten signature in black ink that reads "Annette O'Hanlon".

Annette O'Hanlon
Head of Culture and Engagement

About S&P Global

Headquartered in New York City, S&P Global is the world's foremost provider of transparent and independent ratings, benchmarks, analytics and data to the global capital and commodity markets. We provide intelligence that is essential for companies, governments and individuals to make decisions with conviction.



43

Countries with
S&P Global presence



42,000+

Permanent
global employees



\$14.2B

Revenue in 2024

As of December 31, 2024.

Our Divisions

S&P Global's divisions bring together highly complementary capabilities to power the markets of the future.

S&P Global

Market Intelligence

Our team of experts delivers leading data and technology solutions, partnering with customers to provide them with unrivaled insights to expand their perspectives, operate with confidence and make decisions with conviction.

S&P Global

Ratings

Our analyst-driven credit ratings, research and sustainable finance opinions provide critical insights that are essential to translating complexity into clarity so market participants can uncover opportunities and make decisions with conviction.

S&P Global

Commodity Insights

With our unparalleled data and deep insights of global energy and commodity markets, we enable our customers to make decisions with conviction and create long-term, sustainable value.

S&P Dow Jones Indices

A Division of S&P Global

We provide iconic and innovative index solutions backed by unparalleled expertise across the asset-class spectrum. By bringing transparency to the global capital markets, we empower investors anywhere to make decisions with conviction.

S&P Global

Mobility

We provide invaluable insights derived from unmatched automotive data, enabling our customers to anticipate change and make decisions with conviction. We help to optimize their businesses, reach the right consumers and shape the future of mobility.

Our Approach to Sustainability

S&P Global's purpose, to Accelerate Progress, is fundamental in our approach to sustainability. Guided by our core values of integrity, discovery and partnership, with input from our internal and external stakeholders, we prioritize the areas where we have or could have the most impact, now and in the future. Through this focused approach, we strive to not only mitigate risks, but also seize opportunities that drive long-term value creation, while contributing positively to society and the environment.

Our Material Topics

As described in our 2023 Impact Report, our 2023 material topic refresh guides the company's sustainability workplan, as well as the content in this year's report. We recognize that sustainability-focused materiality assessment is a rapidly maturing discipline. In particular, new regulations and standards such as the European Union Corporate Sustainability Reporting Directive (CSRD) and the

International Financial Reporting Standards' (IFRS) Sustainability Disclosure Standards are driving changes in how companies perform such assessments. In 2024, we began to prepare to meet new requirements stemming from various applicable regulations. We will continue to monitor these developments and evolve our approach.




Responsible Business Conduct

Topics that are expected business practices for an ethical and stakeholder-driven organization.

	<u>Corporate Governance</u>
	<u>Business Ethics and Integrity</u>
	<u>Risk and Crisis Management</u>
	<u>Policy Influence and Transparent Engagement</u>
	<u>Responsible Products and Marketing</u>
	<u>Responsible Sourcing and Supply Chain Management</u>

Material Topics

Topics (in alphabetical order) that pose the greatest risk or opportunity, or where we have significant impact(s).

	<u>Community and Economic Impact</u>
	<u>Culture and Engagement*</u>
	<u>Data Privacy and Cybersecurity</u>
	<u>Employee Health, Safety and Wellbeing</u>
	<u>Energy and Climate Change</u>
	<u>Human Rights</u>
	<u>Nature and Biodiversity</u>
	<u>Talent Attraction and Development</u>

* We have retitled this section to reflect our focus on culture as a driver of engagement, collaboration, innovation and performance for our people from all backgrounds, experiences and viewpoints.

Please see our [2023 Impact Report](#) for a mapping of our material topics to the United Nations Sustainable Development Goals.

Stakeholder Engagement

The views and input of our stakeholders are critical to our ability to understand and address our most significant impacts, and to develop solutions that accelerate progress for all. We conduct both regular and targeted engagement with internal and external stakeholders, as outlined below.

Senior Leadership

The Corporate Responsibility team presents the company's sustainability performance, including risks, opportunities, best practices and industry trends, to S&P Global's senior leadership and the Board of Directors at least once per year. The team also interacts regularly with the senior leadership team and our Chief People Officer to make timely decisions on our sustainability strategy and related programs.

Employees

Our people respond to VIBE (Voice, Insights, Belonging and Expectation) surveys at regular intervals throughout the year. VIBE results and verbatim feedback help the company respond to employee needs and, over time, serve as a measure of accountability for senior leadership on key actions. We also encourage employees to speak with their People Leaders and People Partners. Through our People Resource Groups and Corporate Responsibility and Green teams, we are also able to tap into feedback from local markets.

Customers

Our customers engage with us through multiple channels, including surveys, our corporate website, podcasts, webinars, dedicated events and divisional engagements. Net Promoter Scores across respective divisions help us gauge customers' experiences and satisfaction with us. Our senior leadership frequently engages key clients through virtual and face-to-face meetings to listen and respond to their direct feedback.

Investors

S&P Global maintains an active dialogue with investors through year-round engagement, including our quarterly earnings calls, our Annual Meeting and investor meetings. The company's Investor Relations team and the Office of the Corporate Secretary also seek feedback and respond to queries from investors on governance and sustainability topics.

Suppliers

We engage with suppliers through our Procurement team. All suppliers receive our Vendor Code of Conduct when they begin providing products or services to us, and we engage with key suppliers on sustainability matters. For more information, please see [Responsible Sourcing and Supply Chain Management](#).

Communities

We primarily engage with communities through the S&P Global Foundation and our community partners. These organizations help us understand the best ways for us to make a positive impact in our support of these communities. For more information, please see [Community and Economic Impact](#).

Policymakers and Regulators

We engage with policymakers and regulators on issues affecting our global business strategy, both through direct lobbying and through our involvement with certain trade associations. Through proactive dialogue and advocacy, we strive to contribute to the development of effective policy and regulations that address the needs of our stakeholders, including on sustainability matters. For more information, please see [Policy Influence and Transparent Engagement](#).

2024 Highlights



19%

increase in sustainability and energy transition revenue



10,000

colleagues reached through career coaching and leadership development programs



85%

overall VIBE Survey Engagement index



38.9%

representation of women globally



100%

of colleagues supported through technology and innovation learning programs



\$15.2M

in charitable giving¹



69,936

employee volunteering hours supporting 740 nonprofits



\$5.8M

in matched employee charitable donations



Scope 1 and 2 emissions intensity reduced from baseline by

52%

70%

respectively



58%

increase in share of renewable energy

Awards and Recognition

100 Most Sustainable Companies

Barron's / 2020–2025

Bloomberg Gender-Equality Index

Bloomberg / 2018–2023

Global 500

Brand Finance / 2021–2025

A-

CDP / 2024

Just 100

Just Capital / 2019, 2021–2025

World's Most Admired Companies

Fortune / 2018–2025

FTSE4Good

FTSE Russell / 2001–2024

America's Most Responsible Companies

Newsweek / 2020–2025

100 Best Corporate Citizens

3BL / 2021–2024

¹ This includes \$1.1M through the India CSR Fund.

Responsible Business Conduct

S&P Global's commitment to responsible business conduct is rooted in our values, embedded throughout the company and essential to our purpose of accelerating progress for our people, customers and communities. This section discusses our standards of ethics and integrity and how we strive to meet stakeholder expectations for transparency and responsible behavior across our value chain.

Topics discussed in this section include:



[Corporate Governance](#)



[Business Ethics and Integrity](#)



[Risk and Crisis Management](#)



[Policy Influence and Transparent Engagement](#)



[Responsible Products and Marketing](#)



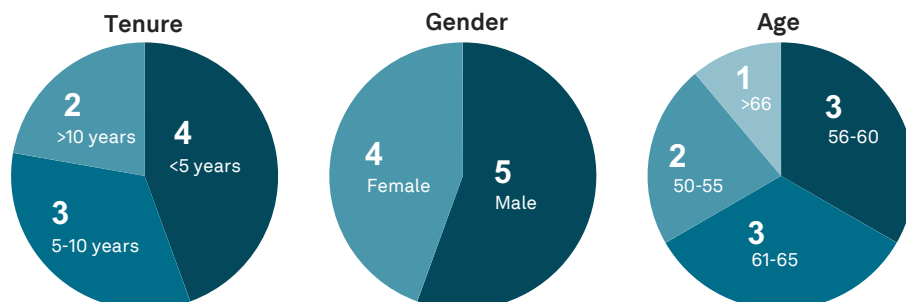
[Responsible Sourcing and Supply Chain Management](#)

Corporate Governance

S&P Global is committed to the highest standards of corporate governance. **Our Board of Directors (the Board) is responsible for overseeing and guiding the company's direction and strategy**, and regularly assesses and refines our corporate governance policies and procedures to take into account evolving best practices and the interests of our shareholders as well as other stakeholders.

Other than our current CEO, all Directors are independent and elected annually. The Company has separated the leadership positions of the Chair of the Board and the CEO since 2015 and appoints an Independent Chair of the Board annually. Our Nominating and Corporate Governance Committee of the Board reviews Board composition annually and conducts proactive, strategy-driven succession planning to ensure Directors bring appropriately varied backgrounds, perspectives, skills and experience to help guide the growth and performance of the company.

Board of Directors Profile (as of May 2025)



For additional information on our Board of Directors, including committees and assignments, please see our [2025 Proxy Statement](#).

Executive Leadership Team Profile

Our 13-member Executive Leadership Team is composed of executive leaders from across the company. As of December 31, 2024, this team includes three women. For additional information on our Executive Leadership Team, please see our [website](#).

Strategic Oversight and Leadership

The Board views oversight and effective management of strategic risks and opportunities as essential to the company's ability to achieve long-term sustainable growth. As such, the full Board oversees and receives regular updates on a variety of strategic and risk management related topics, including sustainability, climate and human capital-related matters, as part of its annual, in-depth strategy and risk management sessions, as well as ongoing discussions and committee reports throughout the year.

In addition to oversight by the full Board, **the Board coordinates with its various committees to provide active and ongoing committee-level oversight of the company's management of strategic risks and opportunities across the relevant committees.** Our Nominating and Corporate Governance Committee receives management updates on voluntary disclosures, including our annual Impact Report and Task Force on Climate-related Financial Disclosures (TCFD) Report and Corporate Responsibility initiatives; while our Compensation and Leadership Development Committee oversees and regularly engages with management on a broad range of human capital management topics, including talent attraction, development and leadership succession planning; compensation and benefits; workplace culture, health, safety and wellbeing; and employee engagement and retention.

At the management level, the Corporate Responsibility and Culture and Engagement functions are managed by our Head of Culture and Engagement, who also serves as the Chair of the S&P Global Foundation Board, and reports to our Chief People Officer, on the Executive Leadership Team. This

reinforces our internal culture and engagement and community efforts and drives employee volunteerism and philanthropic giving through the S&P Global Foundation.

The Corporate Responsibility team directs our sustainability efforts, including to help minimize S&P Global's environmental impact, in coordination with other key internal stakeholders across the business. Along with our Executive Leadership Team, this team also manages the company's voluntary reporting on sustainability and culture and engagement topics and provides regular updates to the Board on our strategy, activities and progress. Other senior leaders also provide input through internal committees such as our Environmental Health & Safety Committee. Our global Corporate Responsibility team implements day-to-day programs with support from senior leaders and relevant corporate functions.

These efforts are further supported by the **Nonfinancial Disclosure Working Group**, which consists of a cross-section of senior leaders and provides strategic oversight of all the company's corporate responsibility and sustainability-related disclosure documents.

S&P Global's Board of Directors, CEO and Executive Leadership Team review our annual Impact Report and Task Force on Climate-related Financial Disclosures (TCFD) Report.

For additional details on corporate governance, see our [2025 Proxy Statement](#).

Business Ethics and Integrity

We strive to maintain the highest standards of ethics and integrity in all we do – a commitment that is reflected in our core values, our culture and how we do business each day. By continuously aligning our principles and actions, we earn the trust of our stakeholders while protecting our people, our company and our brand.

Our Approach

Our leaders set the tone from the top and our expectations are reinforced through our governance structure and key policies, standards and procedures that guide behavior across the organization.

Our [Code of Business Ethics](#) (COBE) serves as a blueprint for all our actions. Accessible in 11 different languages, it lays out clear expectations for ethical behavior within our own team and in our dealings with others. All employees are required to complete our annual COBE Training and Affirmation, with noncompliance resulting in disciplinary action, up to and including termination. Additional ethics training may also be required based on risk profiles, job roles and geographic locations.

The COBE is a key focus of our leadership, with the CEO closely monitoring the annual COBE training campaign and the Board of Directors receiving annual updates on completion rates. The company also maintains a [Code of Business Conduct and Ethics for Directors](#), which guides Board members on areas of ethical risk.

In 2024, we expanded the COBE to include new sections on international sanctions and communications systems, as well as a new Q&A on the use of social media and artificial intelligence.

100%

2024 COBE training completion

Anti-Bribery and Corruption

We are committed to working against corruption consistent with Principle 10 of the United Nations Global Compact, as well as the United States Foreign Corrupt Practices Act, the United Kingdom Bribery Act of 2010 and other applicable laws. Senior management clearly articulates, such as through our COBE, that S&P Global does not offer or accept bribes or kickbacks in any form, either directly or through third parties.

Our Financial Crimes Compliance Policy broadly prohibits bribery and corruption of any kind. It is the policy of S&P Global that all employees, agents, representatives, officers, directors and temporary staff are prohibited from giving or receiving anything of value – directly or indirectly – to or from any person, including government officials, customers or third parties, if it is intended or could reasonably appear as intended to obtain or retain business, gain a business advantage, influence a business decision or influence official action.

We maintain appropriate risk-based internal controls and mandatory reporting requirements in support of anti-bribery and corruption compliance. All vendors are required to comply with our [Vendor Code of Conduct](#), which, among other things, strictly prohibits bribery and corruption in any form.

S&P Global has taken steps to ensure that relevant policies and procedures have been communicated throughout the organization, including through periodic training focused on anti-bribery and corruption and broader financial crimes compliance risk.

We are not aware of any material allegations of violations or violations of anti-corruption laws by S&P Global during the reporting period.

Raising Concerns and Seeking Advice

We strive to create a “**speak-up culture**” within the company, encouraging our people to raise issues and voice concerns regarding unethical conduct. To facilitate this, we offer multiple reporting avenues, including our [EthicsPoint Helpline](#), which is **available 24/7** and offers comprehensive, confidential reporting on workplace fraud, abuse and other forms of misconduct. The helpline is audited each year by a neutral third party. The Audit Committee of the Board of Directors receives an annual ethics update.

We do not tolerate retaliation against anyone who in good faith seeks advice, raises a concern or reports a suspected violation of the COBE or any other company policies.

Tax Policy

S&P Global’s commitment to high standards of ethics and integrity extends to how we meet our tax obligations. Our approach focuses on compliance with established tax laws in jurisdictions where we operate, as well as adherence to our [Global Tax Policy](#), which was adopted in 2021. Our international team of experienced and qualified tax professionals, with the support of global third-party tax advisors, enables us to operate within a comprehensive tax control framework and to properly identify and manage tax risks and compliance obligations.

Where the tax law is subject to multiple interpretations or uncertainties, we balance the company’s duties of compliance and payment of appropriate taxes with its commitment to efficient operations. We emphasize strong internal controls and transparency with investors and tax authorities and provide disclosure of tax information in periodic financial reports.

Risk and Crisis Management

Effective risk management is essential to our ability to execute our strategy, deliver value to clients and shareholders, and operate a sustainable business. By systematically identifying, assessing and responding to risks, we seek to enhance decision-making, enable effective governance and compliance, and strengthen our resilience to disruptions.

Our Approach

S&P Global employs internal controls and processes to **proactively identify emerging risks and opportunities, promote resilience and comply with applicable laws and regulations**. We also work to foster a risk-aware culture by empowering our people to recognize and manage risk and make informed, data-driven decisions in our day-to-day operations.

Risk management is overseen by the Board of Directors. The **Board regularly reviews key risks at the board and committee level** and periodically assesses the appropriate oversight structure for such risks. For additional information on the Board's oversight of risk management, including committee-level responsibility for specific risk categories, see the [2025 Proxy Statement](#).

While the Board provides oversight, management is responsible for the **day-to-day management of the company's risk exposures** in a manner consistent with the company's strategic and agreed risk appetite. Management provides regular updates to the Board and Audit Committee concerning strategic, operational and emerging risks and the company's efforts to help mitigate those risks.

As a critical component of the company's risk management process, the company has adopted an integrated risk management framework to continuously identify, assess, measure, manage, monitor and report current and emerging risks. As part of this framework, the company has an **Executive Risk Management Committee (ERMC)**, which is chaired by the company's Chief Risk Officer. The ERMC oversees the company's risk management framework, including the implementation of the framework components across the company. In addition, the **Management Risk Committee (MRC) and divisional risk committees** provide executive-level forums for regular discussion and oversight of risks specific to each division or function. The ERMC promotes a strong, company-wide culture of risk management, compliance and control.

Enterprise Risk Management

Under the direction of the Chief Risk Officer, Enterprise Risk Management (ERM) is responsible for developing and implementing processes for **identifying, managing and reporting on risk exposures** on an ongoing basis, and for promoting a risk-aware culture throughout the organization.

In this role, ERM facilitates the development of an **annual Enterprise Top Risk Assessment** involving stakeholders from across the company, including all functions and divisions. Divisional risk profiles are vetted by each divisional risk committee and integrated with the enterprise-wide assessment. Each identified risk is assessed based on its likelihood and impact, and **key drivers and relationships among risks** are also considered. ERM also works to identify emerging risks and track key risk indicators in risk dashboards.

As part of this process, the ERM and Finance teams also collaborate to **develop and assess a range of scenarios** exploring the possible outcomes of certain risk events or combinations of risk events. These are then used to perform financial stress testing, including evaluation of the scenarios' potential impact on the company's financial performance, balance sheet and credit rating profile. The results of both the Enterprise Top Risk Assessment and scenario analysis are reviewed by the ERMC. The Top Risk Assessment is reviewed by the Audit Committee of the Board, and the scenario analysis is reviewed by the Finance Committee of the Board. The Enterprise Top Risk Assessment is also reviewed by the full Board.

ERM also works to continuously **improve risk transparency, awareness and training** through appropriate risk forums across the organization. In 2024, these efforts included updating the company's Risk Taxonomy with additional detail on risks related to sustainability topics. We also updated our internal risk rating methodology to include impacts on people as a factor to consider when evaluating and assessing risks.

The company's internal audit function performs **annual independent assessments of our risk management framework, policies and procedures**. The reviews include, but are not limited to, strategic, operational, financial, technology and compliance processes, as well as enterprise risk management practices. Results of the audits performed are communicated to senior management and the Audit Committee of the Board.

S&P Global Emerging/Evolving Risks

Many risks faced by the company are classified as emerging, meaning they are complex, may evolve or change rapidly, and may be difficult to assess due to their high level of uncertainty. As an illustration of S&P Global's proactive risk management approach, the following highlights examples of significant emerging risks that may have a long-term impact on the company. Further information about the company's business, including information about factors that could materially affect the company's results of operations and financial condition, is contained in the company's filings with the SEC, including Item 1A, "Risk Factors," in our 2024 Annual Report on [Form 10-K](#).

Climate change and the transition to renewable energy and a net-zero economy pose operational, commercial and regulatory risks. For more information on how we are managing and mitigating this risk, see [Energy and Climate Change](#) and our [2025 TCFD Report](#).

Social and ethical issues relating to the use of new and evolving technologies, such as AI, in our offerings could materially and adversely affect our business, financial condition or results of operations. For more information on how we are managing and mitigating this risk, see [Responsible Products and Marketing](#) and [Data Privacy and Cybersecurity](#).

Global Security and Crisis Management

Global Security and Crisis Management (GS&CM) combines data with real-world expertise to protect our people, assets and reputation from a range of complex security threats. The team is composed of **six centers of excellence**: Security Intelligence & Protective Operations, Crisis Management, Medical & Safety Guidance, Security Operations, Security Technology and Administration & Finance. Working together, they are responsible for **anticipating, assessing, tracking and responding to both actual and potential threats** to our people and operations.

GS&CM's forward-looking efforts are underpinned by the principle that **intelligence-led solutions result in better strategic outcomes**. We therefore seek to continuously enhance our capabilities with data and technology solutions that enable better foresight and more informed and timely decision-making. In 2024, this included continuing to implement new tools and processes to **enhance how we anticipate risks and challenges linked to climate change** (see box on following page).

In the event of an acute risk that may affect the company – such as extreme weather or a security incident – our **Crisis Management Plan** specifies protocols and procedures for management and escalation to the appropriate decision-makers. Real-time monitoring and response are initially coordinated by our **24/7 Global Security Support Center** and a network of four Regional Senior Security Directors. The latter may then activate additional groups – including Site Incident Management Teams, the global Incident Support Team or our CEO-led Crisis Management Team – as necessary.

Operational Resilience Management

S&P Global's Operational Resilience Management program aims to protect our vital assets and strengthen our ability to provide uninterrupted service to our customers.

Designed in alignment with industry requirements and best practices, our **Operational Resilience Management Program** follows a strategic lifecycle to implement appropriate **business continuity and information technology (IT) disaster recovery strategies** for all critical business functions and technologies operating from our offices around the globe. Key aspects of the program include:

- **Definition** of recovery objectives, such as recovery time or maximum tolerable downtime, identified through a comprehensive business impact analysis and risk assessment process.
- **Identification and implementation** of viable recovery strategies and procedures for continuity.
- **Corroboration** through a comprehensive testing methodology.

The management structure for business continuity and IT disaster recovery is led by our Operational Resilience Management team and composed of a steering committee, a working group and plan owners, with members of each group made up of senior leaders. We perform **regular testing of our plans and procedures** – at a minimum annually – to verify their effectiveness and drive continuous improvement.

In 2024, we continued to mature our operational resilience capabilities by enhancing our Business Impact Analysis (BIA) process to improve data integrity, simplify data collection and align with emerging regulatory requirements.

Leveraging Intelligence to Enhance Climate Risk Resilience

Following a 2023 analysis revealing that the majority of the incidents it manages are connected back to climate change, GS&CM continues to work to integrate climate change into its strategic decision-making by leveraging data. This includes continuing to use a bespoke, forward-looking tool called the Global Threat Monitor, which integrates S&P Global Sustainable1 Physical Risk and Foresight Security datasets, helping drive enhanced insight and decision-making around overall site/asset risk exposure.

In 2024, GS&CM built on this work by creating a series of Physical Climate Risks Awareness guides, which are designed to educate team members and enhance preparedness across the enterprise. Additionally, to provide a more forward-looking solution, GS&CM created an internal real-time climate alert service. Published numerous times daily, the real-time alerts cover the full scope of Sustainable1's Physical Risk methodology and are tailored to our global portfolio of office locations. To increase efficiency and timeliness, the curation, writing and translation of updates are supported by S&P Global's primary internal generative artificial intelligence (GenAI) platform, Spark Assist.

In the wake of the COVID-19 pandemic, hybrid work continues to play a key role in our global operations. With this in mind, in 2024, GS&CM collaborated with Corporate Responsibility, Sustainable1 and the People Team on a joint project to understand the potential impact of physical climate risks on our U.S.-based remote workforce.

Policy Influence and Transparent Engagement

S&P Global believes an essential part of responsible corporate citizenship is constructive engagement with public policy. We engage with policymakers and regulators on issues affecting our global business strategy and the development of transparent and effective financial markets. Key policy topics we focus on include sustainability, securities regulation, data and information policy, and trade policy.

Our Approach

S&P Global regularly meets with policymakers, regulators and staff to discuss issues that directly affect our business. Policymakers have sought briefings from S&P Global on a variety of topics. We also identify relevant sustainability policy and regulatory issues on an ongoing basis and may provide information and file comments to regulators and policymakers around the world.

We make limited contributions via the **S&P Global Inc. Political Action Committee (S&P Global PAC)** to the campaigns of candidates for U.S. federal office who align with our business priorities and values. The S&P Global PAC is funded by voluntary contributions from eligible employees, and monthly reports of its receipts and disbursements are filed with the U.S. Federal Election Commission. Our [Political Contributions and Payments Policy](#) prohibits the use of corporate treasury funds for making direct contributions to candidates or political committees at the state or local level, as well as independent expenditure committees known as “super PACs.” The company has not contributed to local or state ballot measures or referendums.

S&P Global is an active participant in several **trade associations**. A list of all significant trade association memberships is available in the [Appendix](#). We monitor all memberships for consistency, transparency and alignment with our core values and policy positions.

\$1,440K

2024 expenses related to federal lobbying²

\$770K

2024 contributions to trade associations or tax-exempt groups

\$109K

2024 S&P Global PAC contributions to candidate campaign committees

²Amounts reported are based on information from S&P Global's Government Relations and Affairs department.

Responsible Products and Marketing

S&P Global takes seriously our role in providing our customers with the Essential Intelligence® they need to make informed decisions. The company's values of integrity, discovery and partnership are ingrained in the products and services we offer and in every step of the customer experience.

Our Approach

We continually seek new ways to deliver value and provide a positive experience for our customers. From ideation, prototyping and testing through launch, marketing and delivery, we strive to deliver products that exceed expectations through **quality-focused, risk-informed protocols**. Each step of the way, we prioritize our responsibility to customers and their needs and preferences.

Our internal protocols prioritize the development of responsible, accurate, relevant and high-quality products. All new products are subject to review and signoff from Risk, Legal, Compliance and Marketing – and, in some instances, Finance – to confirm that all quality standards are met and that any issues identified during development-phase risk assessments are addressed. We also maintain procedures for receiving feedback and investigating complaints about our products and implementing corrective action plans.

Responsible Products

To maintain strong risk-management governance and controls for our products, we employ a variety of approaches across the company. Key processes and protocols within different divisions and business units include, but are not limited to, the following:

- **S&P Global Ratings** employs various first-, second- and third-line functions, as appropriate, to oversee the establishment, maintenance and enforcement of policies, procedures and methodologies for determining credit ratings and non-credit rating products.
- **S&P Global Market Intelligence** maintains a New and Materially Changed Product Approval (NPA) Process, so that operational, legal, financial, compliance and other factors, as well as enterprise risks, are addressed prior to launch. In 2024, the NPA Process was updated to include specific questions pertaining to AI-enabled products.
- **S&P Global Commodity Insights** maintains strict separation of its commercial and editorial functions, so that benchmarks are produced independently, transparently and free from any commercial influence. It also has a robust internal AI usage approval process.
- At **S&P Dow Jones Indices**, index committees support efforts for all indices to be appropriately developed, defined and structured, and regularly reviewed for compliance with our public methodologies as market conditions change.
- **S&P Global Sustainable1** uses a principles-based approach with policies and guidelines for governing the methodologies and models underlying many of its product and service offerings. In addition, Sustainable1 has established second-line analytic functions that independently validate and monitor methodologies and models, as well as a governance body that approves new/ revised models and methodologies prior to business use. (For more information, see box titled *S&P Global Sustainable1 Enhances Governance for Methodologies and Models*.)

Responsible Use of AI in Products and Marketing

S&P Global has been using artificial intelligence (AI) and machine learning to accelerate innovation in the financial services industry since acquiring Kensho in 2018. In 2024, the company announced the release of new generative AI (GenAI) capabilities within existing products as well as new GenAI solutions, including ChatIQ and Document Intelligence on Capital IQ Pro, ChatAI on Platts Connect and the Kensho LLM-ready API.

As this transformational technology evolves, we recognize the potential risk in areas related to AI ethics, bias, transparency, traceability, auditability, data privacy, intellectual property and others. With that in mind, **we continue to advance efforts to promote and enable the effective and responsible integration of AI across the company.**

Our Acceptable Use Policy addresses applicable governance and protocols for several AI-related topics. The company has also developed various risk mitigation plans and review processes, including establishing an enterprise-wide AI Council and additional governance mechanisms at the division level.

In 2024, the company adopted AI Usage Guidelines governing the use of GenAI technology at S&P Global, including five key considerations:



Protecting company and customer confidential information



Maintaining a “human-in-the-loop” for review, as appropriate



Using AI responsibly, including verifying accuracy and appropriateness of AI-generated content



Ensuring content quality that adheres to existing guidelines



Exercising caution and maintaining awareness of potential risks, including regulatory risks

S&P Global Sustainable1 Enhances Governance for Methodologies and Models

Sustainable1 is committed to the principles of quality, transparency and management of conflicts of interest, as well as establishing a clear, well-defined organizational structure to promote alignment with good governance standards and best practices. In 2024, Sustainable1 enhanced transparency by issuing a public [Statement on ESG Rating and Data Product Codes of Conduct](#), which provides details on the continued evolution of our organizational structure and governance model. We also launched a public webpage for [methodological disclosures](#), which enables access to detailed methodologies for products and services in multiple areas, including ESG Scores and Data, Climate and Environmental Data, Regulatory Alignment Data and Sustainability Analytics Services.

Supporting Accessibility in S&P Global Products

To improve accessibility in our client-facing applications, our IAAP- (International Association of Accessibility Professionals-) certified Accessibility Engineering Team partners with the product and user experience teams to assess and help mitigate accessibility issues. The team itself includes diverse perspectives and offers insights that support our commitment to creating products catering to the needs of all users.

In line with our commitment, Market Intelligence (MI) products offer features to support users with visual and mobility impairments. In addition to color blindness-friendly themes and display options that can be customized to enhance readability, MI products like S&P Global Capital IQ Pro, S&P Global ChartIQ and S&P Global Marketplace are compatible with screen readers, allowing users to navigate the platforms and access information through audio output. The platforms include training and resources for using the features effectively. In addition, the Spark Assist tool, which is designed to streamline user interactions and enhance productivity within S&P Global products, has accessibility features to better support users with visual and motor impairments.

Responsible Marketing

Our business depends on our clients' trust. We maintain processes and policies to enable us to align marketing materials with responsible practices, legal requirements and customer expectations.

Safeguarding customers' trust starts with protecting their privacy. See our [Global Corporate Privacy Policy](#) for details. We employ responsible sales and marketing practices in communicating the value of our products and services, including adherence to transparency guidelines and obtaining customer consent, where required by applicable law.

We have dedicated policies to enable us to meet and adhere to the highest standards. For instance, our [Social Media Policy](#) prohibits our team members from taking any action that might suggest that the independence and objectivity of our products or services could be improperly influenced by our sales, marketing or other commercial interests. Failure to comply with our policies may lead to disciplinary action, up to and including termination of employment.

Delivering a Positive Customer Experience

We strive to deliver consistently excellent value that customers can feel confident in, by providing an effortless experience that leaves customers feeling heard, understood and empowered. Our approach to supporting customers through every step of their experience with us has three main components:

- **Using customer input** to create top-notch customer experiences.
- **Taking an enterprise-wide, connected view** of our customers, driven by data and insights.
- **Fostering a customer-centric culture** in everything we do.

🔗 Responsible Sourcing and Supply Chain Management

Our commitment to responsible business extends to our supply chain. We carefully manage and collaborate with our extensive global network of suppliers, ensuring legal and regulatory compliance, ethical behavior and environmental sustainability. These efforts not only benefit our business and suppliers, but also help safeguard our brand and reputation.

Our Approach

Our approach to responsible sourcing covers several areas, including how we engage our key suppliers from initial screening to when we may need to exit a relationship, how we codify our expectations through various policy and contractual instruments, how we build the infrastructure to monitor and track risks and performance, and how we use data-driven insights to better understand our supply chain and inform our actions. Our Procurement Sustainability team collaborates with teams across the company to make progress in these areas. This enables us to **connect our supply chain sustainability program to our material topics**.

S&P Global's Vendor Code of Conduct (VCOC) is provided to all suppliers and outlines the principles, guidelines and standards we expect them to adhere to, including conducting their business responsibly and with integrity, and fully complying with applicable laws and regulations. The issues addressed by the VCOC include ethical business conduct, data security and confidentiality, child and involuntary labor, racism and discrimination, wages and benefits, fair treatment, employee health and safety, and environmental stewardship. Suppliers are also expected to abide by the provisions of our Human Rights Policy and UK Modern Slavery Act Statement. Penalties for noncompliance may include temporary sanctions or losing an S&P Global account.

For information on other material topics connected with our supply chain, see Human Rights; Community and Economic Impact; and Energy and Climate Change.

S&P Global's Supply Chain

S&P Global's supply chain is primarily composed of leased offices, professional and technical service providers, and technology providers. Our key suppliers include:

- Market data and research providers;
- Marketing, human resources, financial and other consultants and brokers;
- Maintenance, repair and operations contractors;
- Facilities managers and landlords;
- Providers and licensors of computer hardware and software, networking, cloud computing and related services;
- Business process outsourcing providers; and
- Travel agencies, airlines and hotel chains.

Embedding and Enabling Supplier Sustainability

Our responsible sourcing team works to continually update and enhance our policies, procedures and tools to integrate environmental and social considerations in the procurement process. In 2024, we prioritized several actions to **increase efficiency and further embed sustainability in our day-to-day decision-making**, including:

- Updating our internal **Vendor Sourcing and Procurement Policy** to streamline processes and further codify our commitments to human rights and environment in the context of procurement.
- Improving our Supplier **Questionnaire** and formally integrating it into our online vendor management system, allowing for automated scoring of supplier responses to enhance data collection and engagement.
- **Enabling business-unit-level reporting** to support enhanced insights, accountability and decision-making.
- Launching a new **Vendor Management Dashboard** to consolidate critical metrics on supplier performance (see box below).

Engagement with our suppliers is essential to the promotion of proactive risk management and advancement of our supply chain sustainability program. Through dialogue, we address concerns, share best practices and work together to achieve shared social and environmental goals. In 2024, we partnered with Green Project Technologies, a carbon accounting and ESG data management platform provider, to conduct a series of webinars to help suppliers advance their climate-related efforts. These sessions targeted over 220 suppliers and focused on essential topics such as measuring greenhouse gas (GHG) emissions and developing science-based targets. As a result, we gained additional insight into the GHG accounting and target-setting efforts of several suppliers.

S&P Global also actively participates in external industry groups and initiatives focused on supply chain issues. For example, in 2024, we joined the Sustainable Procurement Pledge's League of Champions, which brings together leaders from some of the world's biggest organizations to fund and enable collaborative approaches to shared challenges. In addition, a representative of S&P Global currently serves on the board of the Sustainable Purchasing Leadership Council.

Enhancing Data-Driven Decision-Making

In 2024, our Procurement organization launched a comprehensive Vendor Management Dashboard consolidating critical metrics on supplier performance, including science-based target commitments. The dashboard is aimed at providing a more holistic view of supplier performance, supporting strategic decision-making in alignment with S&P Global's sustainability objectives.

Sustainability-Linked Bond

In 2022, S&P Global issued a sustainability-linked bond tied to sustainability targets, including 10% of our addressable spend with U.S. minority and diverse organizations by the end of 2025 (“the Supplier Target”). In 2024, our percentage of spend with U.S. minority and diverse suppliers was 7.1%.

Our Supplier Diversity Program was replaced by our Supplier Innovation Program. At this time, we do not anticipate that we will meet the Supplier Target.

Supplier Innovation

S&P Global is committed to treating all vendors fairly, and we seek to ensure that the company sources from innovative and efficient business partners.

Our Supplier Innovation Program replaced our Supplier Diversity Program. Our U.S.-based Supplier Innovation Program is designed to enhance our competitive edge, drive business value and provide equitable procurement opportunities for all capable and competitive suppliers.

Material Topics

This section outlines how we are addressing each of our material topics, as determined by impact analysis and feedback from our stakeholders. For each topic, we highlight key details of our approach and recent performance, including key achievements and initiatives undertaken in 2024. For details on how we identify and assess material topics, see [Our Approach to Sustainability](#). Additional performance details may be found in the [Consolidated Data Tables](#) at the end of this report.

Topics (in alphabetical order) discussed in this section include:



[Community and Economic Impact](#)



[Culture and Engagement](#)



[Data Privacy and Cybersecurity](#)



[Employee Health, Safety and Wellbeing](#)



[Energy and Climate Change](#)



[Human Rights](#)



[Nature and Biodiversity](#)



[Talent Attraction and Development](#)

Community and Economic Impact

Overview

S&P Global's purpose – to Accelerate Progress – highlights our ambition to unlock value not only for our customers and shareholders, but for all stakeholders. This includes being mindful of the direct or indirect impacts and influence we may have on communities and economies throughout the world. Through our core business as well as community engagement and philanthropic efforts, we seek to power thriving, global communities with greater opportunity for all.

This material topic covers S&P Global's role in developing and delivering products and services that benefit markets and the global economy. Our solutions to address the energy transition and other sustainability challenges are an important element. This topic also includes our role in employing people worldwide, procuring goods and services, and philanthropic giving and volunteerism.

Focus Areas >>

Supporting economic development through our products and data, employment and procurement, among other areas.

Building resilient communities through philanthropy and volunteerism.

Connecting our knowledge and skills with the needs of society.

2024 Highlights:



Made 6,025 external hires and directed around \$3 billion of supply chain spending.



The S&P Global Foundation extended \$11.9 million in grants to support our Foundation priorities, up from \$10.6 million last year.



Our people volunteered 69,936 hours and S&P Global matched \$5.8 million in employees' charitable giving.

Our Approach

Our approach to community and economic impact is **multifaceted**, combining the work of our business and Foundation, and focusing on both our basic responsibilities and the unique opportunities we have to make a positive impact in the world. This reflects not only the central importance of this topic for our company and stakeholders, but also its **intersectionality with many other issues and topics** addressed in this report.

In this section, we highlight how we enable community and economic impact – in partnership with key stakeholders – through three key channels:

- **Powering Global Markets** includes how we think about our role in supporting our customers and enabling efficient, effective markets worldwide.
- **Local Economic Development** includes how our workforce and supply chain investments, as well as the value we create and distribute as a business, contribute to economic development and prosperity for individuals and communities.
- **Community Impact** includes how we leverage our resources and skills to help address societal needs and make a positive difference in our communities.

In all cases, we are guided by our purpose to accelerate progress and our values of discovery, partnership and integrity, with leadership and oversight from the Executive Leadership Team and Board.

Powering Global Markets

S&P Global's **history of economic impact** stretches all the way back to 1860, when one of our founders began supplying investors with data about the biggest and most radical innovation of that time – the railroad. Then as now, the analysis and tools that S&P Global provides play an essential role in helping economies to advance and markets to grow. By helping our customers identify risk and uncover opportunities, we help **facilitate the efficient flow of capital** toward investments that provide vital resources and services, spur innovation, create jobs and more. Our data and insights help businesses and governments **develop smarter strategies and make critical decisions** that move the world forward, including on critical challenges like the energy transition, climate change, supply chain management and economic growth.

We believe these effects represent the largest and most important impact we have as a company, and we take seriously our responsibility to manage our business accordingly.

For more details on S&P Global's [history](#), strategy and business results, see our most recent Annual Report [Form 10-K](#) and [Investor Fact Book](#). For more information on how we are shaping our products and services to help drive positive impact, see [Sustainability Products and Data](#) and [Responsible Products and Marketing](#).

Local Economic Development

S&P Global recognizes the important role we play in creating economic value in the communities where we operate, including through the **jobs and wages** we provide to employees, the **products and services** we buy from suppliers, the **taxes** we pay to governments, and the **profits we generate and distribute** to investors. Contributing to economic development and prosperity for our stakeholders can also translate into long-term value for our business – for example, by driving higher levels of education, innovation and investment that further propel economic growth.

With a global workforce of 42,000-plus individuals working in our offices and remotely across 43 countries, S&P Global touches thousands of communities each day. In addition to competitive pay and benefits, we strive to **provide our people with industry-leading knowledge, skills and development opportunities** that can help them grow their career and support the wellbeing of their families and communities over the long term. For more information, see [Talent Attraction and Development](#). For a breakdown of employees by country, see the [Appendix](#).

S&P Global also supports community and economic development through our **relationships with suppliers**. In 2024, the company spent around \$3 billion with approximately 11,600 direct suppliers, helping them provide jobs and wages to their employees and further invest in their businesses and communities. For more on our approach to supply chain management, see [Responsible Sourcing and Supply Chain Management](#).

The taxes we pay as a company can help fund essential public services such as education, healthcare, infrastructure and public safety, which are crucial for economic and community development.

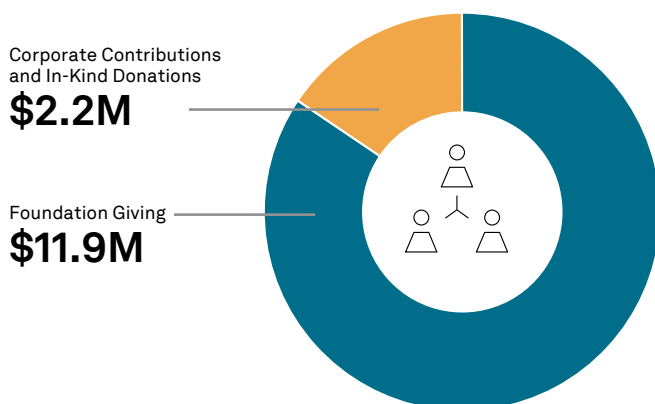
Community Impact

Community impact is core to our purpose at S&P Global. We focus our efforts on connecting our philanthropic funding, knowledge and skills with the needs of society and global sustainable development priorities. By giving their time and talent, our employees demonstrate how they are making a difference in communities around the world.

Philanthropy at S&P Global

S&P Global accelerates progress. Our philanthropic funding helps drive the development of global-minded and resilient economies.

2024 Community Investment*



*The breakdown does not include \$1.1M through the India CSR Fund. See data for the years 2022-2024 in the [Community Investment](#) table in the Appendix.

S&P Global Foundation

The S&P Global Foundation is the keystone of our philanthropic efforts. In 2024, we extended \$11.9M in grants to 70 grant partners.

In 2024, the S&P Global Foundation launched a **multi-year, \$5 million grants program**, selecting two Signature Grant Partners: Girls Who Code and Conservation International. Each will receive \$2.5 million over the next five years. Signature Grants are designed to support sustained capacity building to bring about strategic and transformative impact.

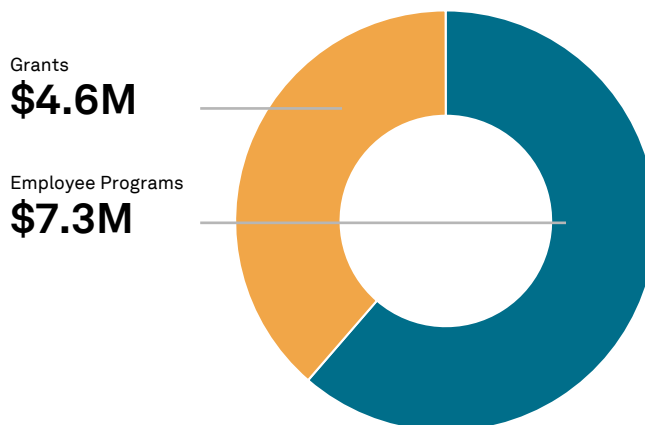
Other areas of the Foundation's support in 2024 included:

- Responding with **disaster relief grants** to aid with major disasters in locations where we have a significant employee presence.
- Providing value beyond philanthropy to **key nonprofit grant partners** through knowledge sharing and skills-based volunteerism.

To support our philanthropy for the long term, the Foundation:

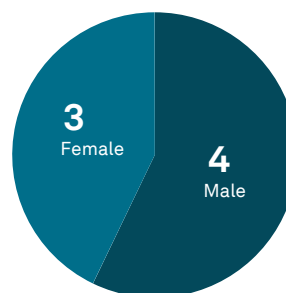
- Became fully invested in the **\$200 million endowment** received from S&P Global in 2022.
- Established key impact outcomes aligned to evidence-based standards, enabling **portfolio-level reporting and assessment** of progress toward its strategic grantmaking goals.
- Strengthened governance** through committee meetings, professional development, and technical assistance from Finance, Treasury and Legal.

2024 S&P Global Foundation Giving



See data for the years 2022-2024 in the [Community Investment](#) table in the Appendix.

S&P Global Foundation Board Demographics (as of May 2025)



70

Foundation nonprofit partners

35

countries in the Foundation's programmatic giving footprint (excluding employee programs)

Girls Who Code (United States)

Girls Who Code makes tech education, particularly on emerging technologies such as AI and cybersecurity, available to young people at scale. With support as one of the S&P Global Foundation's inaugural Signature Grant Partners, Girls Who Code will engage more than 658,000 students in its programs over five years.

In 2024-2025, Girls Who Code planned to engage 114,000 students through its recruitment support (e.g., hiring summit, résumé review and interview prep), exposure to the work world (e.g., Industry Immersion Day, panel discussions and workshops with corporate partners) and technical skills training.

Conservation International (Global)

With support from the S&P Global Foundation and other partners, Conservation International is **restoring freshwater ecosystems** in environmentally significant landscapes. Its actions are focused on promoting climate resilience for populations highly vulnerable to climate-related threats in each project landscape:

- In the Great People's Forest of the Eastern Himalayas: Working to restore and protect 1 million hectares of forest by 2030 in partnership with communities and organizations in Nepal, Bhutan, Bangladesh and India.
- In Mexico City's Xochimilco wetlands: Partnering with the Universidad Autónoma de México and local communities to improve water quality, re-establish natural water flow, improve flood control, enhance biodiversity habitat and restore traditional agricultural practices.
- In the Great Limpopo Transfrontier Conservation Area, spanning parts of South Africa, Mozambique and Zimbabwe: Developing scalable models for community-driven natural climate solutions, including implementation of climate-smart agricultural techniques for smallholder crop farmers.

India CSR Fund Targets Sustainable Impact

Through our India Corporate Social Responsibility (CSR) Fund, S&P Global partners with nongovernmental organizations to meet local community needs. Among these partnerships, we worked with the Gujarat Rajya Gram Vikas Samiti to support the Nari Gruh Centre for the Rehabilitation of Mentally Challenged and HIV Positive Women in Ahmedabad. The facility provides new life and hope to more than 65 women from Gujarat and neighboring states.

Through our funding, we made significant improvements to Nari Gruh's living environment for residents. Key upgrades include revitalizing the garden areas, adding furniture in the dining area, replenishing mattresses and waterproof covers, and installing a television.

In total, the India CSR Fund provided \$1.1M in grants in 2024. See the [2024 India CSR annual report](#) for more information.

Arts and Culture

Recognizing that arts and culture are essential components to thriving communities, S&P Global is a longtime supporter of organizations that contribute to the vibrancy of the communities where our people live and work. Our Arts & Culture program consists of **partnerships with more than 20 renowned organizations across the United States and United Kingdom**, including the Whitney Museum of American Art in New York and the Denver Museum of Nature and Science. S&P Global colleagues and their guests can enjoy the cultural and enrichment experiences, while our support helps sustain these key community and cultural organizations in promoting local arts and culture.

2024 Support for Employee Giving



Matching Gift Program

\$5,000

annually



Individual Volunteer Grants

\$500

per 25 hours



Team Volunteer Grants

\$1,500

per project



Give Back Days

40

hours

Growth in Volunteering

In 2024, engagement in our volunteer gifts programs increased significantly, with the number of volunteer hours up 129%. The increase was driven in part by involvement in our inaugural [Global Volunteer Week](#) and a spike in participation in Earth Day activities.

2024 Matching Gift

Number of employees

2,762

(+2%)

Total matched amount

\$5.8M

(+23%)

Number of nonprofits supported

3,894

(+11%)

People Engagement and Volunteerism

We are committed to creating opportunities for our people to apply their time, talent and expertise in support of local communities.

Around the world, local colleagues act as champions, engaging their peers to participate in workplace and community impact programs. Increasingly, our people are using their unique professional skills and experience in areas including STEM and finance to have a greater impact in the communities we serve.

In 2024, we introduced our first [Global Volunteer Week](#), which engaged 4,972 colleagues in 279 events across our global regions. Our first-ever spring and winter S&P Global Gives 2:1 Matching Campaigns reinforced the impact of our employees' year-round giving through one-to-one corporate matched donations. We also introduced Welcome Donation Credits, a \$25 credit for new joiners at S&P Global to donate to an eligible cause of their choice, a way of familiarizing them with our donation and volunteering platform.

S&P Global and S&P Global Foundation offer a range of programs to support our people in making a difference in the community:

- **Matching Gift Program:** Dollar-for-dollar match for employees' personal contributions up to \$5,000 per calendar year to eligible nonprofit organizations.³
- **Essential Impact Program:**
 - The **Individual Volunteer Grants** program awards \$500 per calendar year to any eligible organization with which an employee volunteers for a minimum of 25 hours.
 - The **Team Volunteer Grants** program extends \$1,500 of funding support per volunteer project with five or more employee volunteers. The funding goes directly to the nonprofit organization, to support expenses related to the volunteer project.
- **Global Volunteer Week Grant:** During our annual event, Team Volunteer Grants are increased up to \$3,500, awarded directly to the nonprofit organization.
- **Give Back Days:** All eligible colleagues receive 40 hours of paid volunteer time off per calendar year.

Through volunteering, our people have the opportunity to network with colleagues, connect with purpose and enhance their wellbeing.

³ Information on the Matching Gift Program for our Executive Leadership Team and Directors is disclosed in our [2025 Proxy Statement](#).

2024 Employee Volunteerism



Number of volunteers

9,176

(+131%)



Number of countries

36

(+16%)



Number of
volunteer hours

69,936

(+129%)



Number of
cities globally

90

(+18%)



Number of nonprofits
supported

740

(+40%)

See data for the years 2022-2024 in the [Employee Engagement](#) table in the Appendix.

Employees who said, “I feel good about the ways we contribute to the community.” (VIBE Annual Survey)

87%

(unchanged from 2023)

CoRe and Green Teams

Through their actions and initiatives, our Corporate Responsibility (CoRe) and Green teams create a **culture of volunteer service and environmental consciousness** across our global offices. As of year-end 2024, we have 122 CoRe Team Leaders serving in 31 countries, and 114 Green Team Leaders serving in 26 countries.

Throughout 2024, the CoRe and Green teams partnered with nonprofit organizations on a range of projects to drive local community impact. The teams demonstrated their collective impact for Earth Day in April when they rallied 952 colleagues to volunteer 3,300 hours through 53 projects focused on climate action. In Pakistan, our people installed a water filtration system to provide clean water to a rural village of about 5,000 residents. In Poland, volunteers dedicated 140 hours to support park conservation, while in India, volunteers handcrafted more than 8,000 seed balls to benefit the local ecosystem. Through these projects, our CoRe and Green Teams highlighted the urgent need to address climate change, threats to biodiversity and other environmental challenges.

Volunteer Projects

Nearly 9,200 of our people participated in 898 volunteer events worldwide in 2024. Some project highlights include:

Supporting the Sick and Those With Memory Disorders in London

In partnership with the Forget Me Not Memory Café and the East London Business Alliance, 168 volunteers created spot-the-difference hand puzzles to be included in care packages for hospitalized children and people of all ages suffering from memory issues. The project aimed to help keep minds active and help beneficiaries — many of whom face loneliness and isolation — to feel connected to their community.

AI Education in Pakistan

A team of 20 volunteers including AI experts and hiring managers led an event with Shaheed Benazir Bhutto University in Peshawar to equip 300 students and 58 faculty members with vital AI and career readiness skills. The event helped empower participants to upskill, fostering a deeper understanding of how AI can impact the career growth of the participants and how we can better meet our customers' expectations.

Preserving New York's Central Park

Members of our Executive Leadership Team joined more than 200 of our volunteers for five “Day in the Dirt” events at New York City's iconic Central Park, in partnership with the Central Park Conservancy. Volunteers contributed 624 hours, removing weeds, invasive plants, leaves and trash, and beautifying the landscape. These events and others help preserve Central Park's world-class green space for all.

Leaders Provide Pro Bono Support for UK and U.S. Nonprofits

Continuing S&P Global's pro bono consulting projects for a second year, senior leaders in our executive Propel Leadership program volunteered their expertise to UK- and U.S.-based nonprofit partners such as Teenage Helpline (name changed to Youth4Youth as of January 2025), LaAmistad, and Mixteca. Projects ranged from creating a strategy to expand funding opportunities to delivering a roadmap for product marketing, from development to generating income.

\$681K

Estimated fair
market value
of the consulting

30

Volunteers
engaged

6

Projects

First-Ever Global Volunteer Week

Our people logged nearly 24,970 hours to make an essential impact in our communities for S&P Global's first Global Volunteer Week. From environmental stewardship and helping the underserved to sharing our expertise with others, our volunteers supported 268 nonprofits across 35 countries and 79 cities.

See data tables in [Appendix](#).

Culture and Engagement

Overview

Our People Forward philosophy is the foundation of our culture and engagement strategy. It's what drives our efforts to support our colleagues in reaching their full potential. We are committed to providing all of our people with access to the development opportunities and connections that are important for growing along with the organization. Just as importantly, being People Forward means maintaining the culture of connectivity that fuels our innovation. We continuously seek feedback, and we are transparent about our actions, progress and where we are headed.

Focus Areas >>

Promote a culture of accountability, innovation and growth that brings out the best in our people.

Deliver competitive, fair and transparent compensation and reward programs.

Provide products and platforms that are accessible to all.

Leverage our philanthropy to support pathways to careers in technology and data.

2024 Highlights:



Incorporated features in our products and services to support user accessibility.



Maintained high employee engagement, with an 85% favorability score.



Hosted more than 650 events in 20 countries through our People Resource Groups.

See our [Talent Attraction and Development](#) and [Community and Economic Impact](#) sections to learn more about our programs and initiatives to attract, retain and develop a highly skilled workforce, and to help strengthen communities around the world through our philanthropy and the giving of time and talents by our people.

Our Approach

We work to create an environment where each of our people feels a genuine sense of connectedness, one that supports both our colleagues and the communities we serve. We maintain a culture of respect where all backgrounds, experiences and viewpoints are welcomed to spark new ideas, drive innovation and help us better support each other and serve our customers.

Our Board of Directors and management view effective human capital management, including culture and engagement, as critical to our long-term strategy, driving business growth and innovation and empowering our people to achieve their full potential. The Board regularly engages with our CEO, Chief People Officer (CPO) and other senior leaders to provide oversight on our priorities and programs.

Our CPO directs the development and execution of our People strategy. He oversees our People, Culture and Engagement and Corporate Responsibility functions. The Corporate Responsibility and Culture and Engagement functions are managed by our Head of Culture and Engagement, who also serves as the Chair of the S&P Global Foundation. This reinforces our community-building efforts and drives employee volunteerism and philanthropic giving through the S&P Global Foundation.

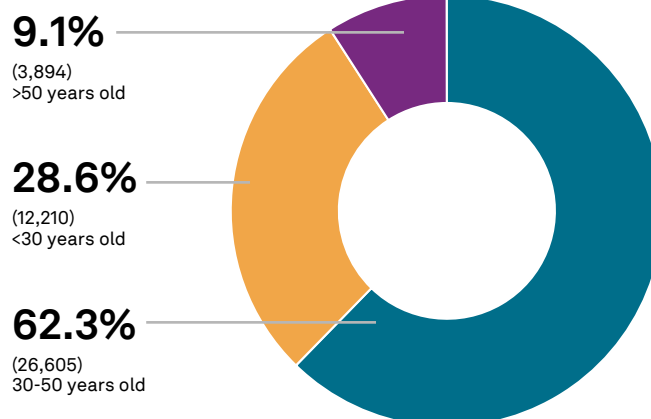
Our Global Workforce

Our ability to attract, retain and develop a highly skilled workforce is critical to our long-term strategy, **driving business growth and innovation** and empowering our people to achieve their full potential.

We remain committed to transparency and sharing our progress through our external reporting. We comply with all disclosure regulations, including **UK Gender Pay Gap Report**⁴ and **French Gender Equality Index** reports for the legacy S&P Global prior to our 2022 merger with IHS Markit and for the legacy IHS Markit SAS. Our most recent consolidated **U.S. Equal Employment Opportunity (EEO-1)** data can be found [here](#). This report reflects data across our 42,000-plus colleagues in 43 countries as of the end of 2024, along with 2023 data.

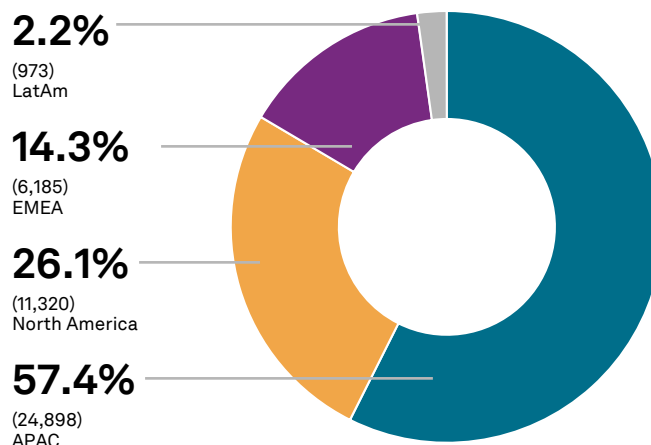
For a more complete overview of our performance over time, see [Global Demographics](#) in the Appendix. Also see [Appendix](#) for a breakdown of employees by country.

Global Age Groups



All of S&P Global, excluding Taiwan Ratings Corp, AIPL, Engineering Solutions and Fincentric.

Global Employees by Region



All of S&P Global, excluding Taiwan Ratings Corp, AIPL, Engineering Solutions and Fincentric.

Percentages may not sum to 100% due to rounding.

⁴ See reports for S&P Global, IHS Markit and Platts U.K. Ltd. on <https://gender-pay-gap.service.gov.uk>.

Gender Pay Gap

We recognize that competitive compensation and transparency in our reward programs improve outcomes for our people, our customers and our business. We continually review our compensation programs and practices to maintain internal pay consistency for our people.

Our pay gap reporting highlights the disproportionate representation of women both in different functions of our business and at different levels of seniority throughout the company. We remain committed to addressing these gaps through investments in developing both women and men throughout their careers.

What Is the Gender Pay Gap?

The gender pay gap shows the difference in average earnings between women and men. It reflects the distribution of women and men at different levels of seniority within the company and the pay imbalance that can create. We report on the information for the company with a focus on **the mean pay gap**. This is calculated by adding up hourly pay of all men and dividing it by the number of men, doing the same for the women and then comparing the two figures. Calculations include all men and women across the organization, regardless of role or seniority.

Gender Pay Gap

	2022	2023	2024
Mean gender pay gap	14%	14%	14%
Mean gender bonus gap	29%	42%	38%
	2022	2023	2024
Ratio of basic salary and remuneration of women to men	84%	82%	83%

In 2024:⁵

- Our gender pay gap is attributed to differences in gender representation in senior-level roles, jobs with high market demand and wage structures across various countries.
- Our mean gender pay gap remains 14%, unchanged from 2023.
- Our mean gender bonus gap is 38%, improved from 42% in 2023.
- With a sustained commitment to transparency, we are reporting the global remuneration of women to men for a third year, which shows our total pay ratio has remained largely the same, at 83% (versus 82% in 2023).

For a full view of our gender pay gap reports, visit our [Reports & Policies](#) site.

Pay Consistency

Pay consistency is the practice of paying people who do work of the same or similar value comparably, regardless of their gender, race, ethnicity or other status. As a standard practice, S&P Global assesses pay annually to identify gender and pay differences across race and ethnic demographics. These regular pay reviews help us align internal pay consistency for our people. This annual practice has continued in 2024, and we have made adjustments across our organization.

We are committed to investing in our people and supporting consistent application of compensation principles for our global workforce.

People Resource Groups and Communities

S&P Global proudly supports nine People Resource Groups (PRGs), which are open to all employees and share a unified mission to foster a workplace that embraces different communities and perspectives. Each PRG is dedicated to creating a culture of connectedness, support and respect, while enhancing employee engagement through various initiatives and volunteering in our communities. The collaborative efforts of the PRGs help to build a robust network of support among employees, fostering relationships that transcend departmental and geographical boundaries and drive innovation.

Worldwide, 961 colleagues serve as global and regional board leaders across 115 chapters in 31 countries, and 28% of our people are members of at least one PRG. Additionally, more than 11,000 participants connect on shared experiences such as running, cooking, gardening, coaching, mindfulness, parenting children with disabilities, cycling and interests in wellbeing.

In 2024, we continued the PRG Grant Program, with the S&P Global Foundation providing each PRG with a grant to award to two organizations or programs aligned with its mission and the Foundation's focus areas. We hosted more than 650 PRG events in 20 countries.

Read more about our PRGs and Communities on our [website](#).

⁵ Data reflects all S&P Global people as of December 31 of the respective year, with the exception of OSTTRA, S&P Guild, CRISIL, Taiwan Ratings, interns and contingent workers, which are excluded due to their different compensation structures. 2022 data reflects all S&P Global people as of December 31, 2022, with the exception of CRISIL, Taiwan Ratings, S&P Guild and union team members, which are excluded due to their different compensation structures.

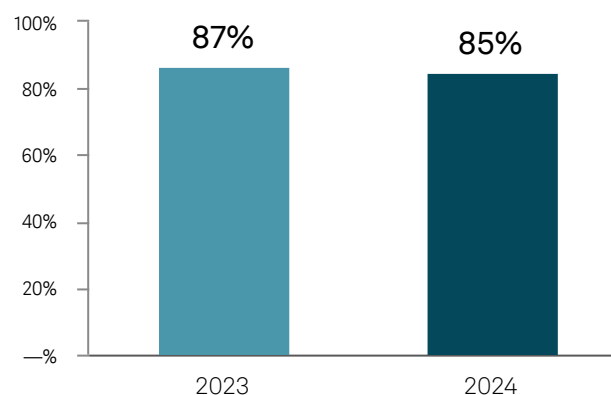
VIBE Listening Platform and 2024 Survey

VIBE (Voice, Insights, Belonging and Expectations) is S&P Global's continuous listening program. It is part of a holistic approach that includes listening channels such as annual engagement and lifecycle surveys, pulse surveys, polling and colleague networks. These channels allow our people to share feedback on their experiences as well as our company strategy, development, culture and other relevant items.

In 2024, overall engagement remained high, at 85% favorability. Sentiments related to our collective wellbeing, as tracked through our Wellbeing Index, remained strong, with 79% favorability (-3 versus 2023). We saw the strongest improvements in sentiments related to technology enablement (+4 points over 2023) and technology learning (+9 over 2023).

VIBE Annual Survey Engagement Index⁶

- I would recommend S&P Global as a great place to work (unchanged from 2023): **89%**
- I am proud to work for S&P Global (-2% from 2023): **89%**
- My work gives me a feeling of personal accomplishment (-6% from 2023): **79%**
- I would like to be working with S&P Global one year from now (-1% from 2023): **83%**
- **Overall 2024 VIBE Annual Survey Engagement Index (-2% from 2023): 85%**



⁶Data for 2023 and 2024 represents the entire population relevant to the VIBE survey, and does not exclude specific entities, as stated in the prior year Impact Report.

Data Privacy and Cybersecurity

Overview

As a provider of data and connected technology solutions, S&P Global understands the fundamental importance of maintaining the privacy and security of digital information and systems. Upholding the protection and ethical use of data and information is crucial not only for safeguarding the organizations, individuals and communities we work with every day, but also to advancing our purpose and meeting our business objectives.

This material topic includes our efforts to identify and address data and associated infrastructure security risks, prevent and respond to cybersecurity incidents, and protect the security and integrity of confidential business information and personal/sensitive data.

Focus Areas >>

Respecting and safeguarding the fundamental human right to privacy.

Establishing and maintaining governance and protections in compliance with industry standards and government regulations.

Maintaining and enhancing proactive risk management and incident response procedures.

Monitoring and adapting to evolving technologies, trends, regulations and risks.

2024 Highlights:



Conducted company-wide review of artificial intelligence (AI) governance practices and use cases to align and strengthen processes and policies across divisions.



Performed a review and reassessment of all applications and assets processing, collecting, storing or otherwise using personal information at the organization.



Completed readiness projects for new and evolving laws in the United States, Saudi Arabia and China.



Continued to invest in technologies and tools to enhance automated identification, assessment, prioritization and mitigation of cyber and technology risks.

Our Approach

S&P Global's Privacy and Information Security teams work in close collaboration with other corporate functions and our business divisions to identify relevant risks and implement policies and procedures across the organization. Where appropriate, we align our approach with external standards and best-practice recommendations, including the National Institute of Standards and Technology's (NIST) Privacy Framework and Cybersecurity Framework, and the International Organization for Standardization's (ISO) 27001 and 27002 standards. We periodically engage third parties to assess our continued alignment with internal policies and selected external standards, including the NIST frameworks.

Data Privacy

Effective governance and management systems are essential to mitigating data privacy risk and maintaining compliance with global data protection and privacy laws. We therefore take a **multi-layered approach** to privacy management, collaborating with multiple stakeholders so that personal data is appropriately categorized and protected.

Risk Management and Compliance

S&P Global's Privacy organization comprises two distinct functions: Privacy Legal for enterprise-wide legal guidance on data privacy and Information Governance and Privacy Compliance for operationalizing enterprise compliance. Senior leaders in these functions report to the Chief Legal Officer and the Chief Risk Officer respectively.

As part of its role, Information Governance and Privacy Compliance works closely with Enterprise Risk Management to identify, assess and mitigate privacy-related risks across the company. It also works with the Third-Party Risk Management team to conduct vendor/engagement assessments and support compliance with privacy and security requirements globally. Privacy risk management is further supported by the Risk and Compliance Liaisons Group, a monthly forum for highlighting and discussing key risks.

We assess our AI use on an ongoing basis, including reviewing AI legal requirements and legislation in the jurisdictions in which we operate.

Changes in the global privacy, data localization and data protection legislative, regulatory and commercial environments in which we operate may materially and adversely impact our ability to collect, compile, use and publish data, and may impact our financial results. As a global organization, we continuously monitor the legal and regulatory landscape within and across jurisdictions and adjust our policies and programs as necessary. In 2024, this included continuing to adapt to evolving requirements concerning user consent and cookie management, data transfer and storage, AI and other issues. We also launched readiness projects for new and evolving laws in the United States, Saudi Arabia and China, and prepared for compliance with new and emerging regulatory requirements across our business lines.

Policies and Training

Our **Global Corporate Privacy Policy** outlines how we collect, share, use and protect personal information, and how users may exercise their privacy rights. It also includes our **commitment to notify** affected stakeholders of any security incident involving their personal information. The Policy is reviewed annually (with our last update on September 1, 2024) and updated as needed to account for changes or updates to global regulations, or changes in the way we collect and manage personal information.

Our **Code of Business Ethics (COBE)** outlines the responsibility of each employee, contractor and vendor to **understand and enforce our privacy-related policies and procedures**, and our vendor agreements contain specific provisions requiring compliance with our privacy-related policies. All colleagues are required to complete annual training on privacy principles, policies and regulations. We also provide specialized privacy training for colleagues and teams with enhanced privacy responsibilities.

Incident Response

Our Cyber Incident Response Plan lays out a clear process for escalation and procedures to follow in the case of a cyber incident. We also maintain a dedicated **Data Incident Response Plan**, which covers any potential breach of company or client data that does not include any impact on information systems, including a personal data breach. In 2024, we strengthened our approach by performing an analysis of our Data Incident Response Plan and process against our Cyber Incident Response Plan. We used the findings from this review to further refine and align our response plans. We disclose information on breaches of customer privacy in our public filings with the U.S. Securities and Exchange Commission (SEC).

Cybersecurity

S&P Global knows how important it is to have the right tools, controls and partnerships in place to safeguard our networks and systems from external threats, and to ensure that our data and content are protected. This is why we continuously update our strategies, processes, training and technologies to mitigate risk, stay ahead of the evolving cyberthreat landscape and handle information in a secure and responsible way.

Board and Management Oversight

Our Board, and Nominating and Audit Committees, gave significant consideration over the past several years to the appropriate Board and committee oversight structure for risks associated with technology and cybersecurity. The full Board receives **briefings from management on enterprise-wide technology, cybersecurity risk management and the overall technology and cybersecurity environment**. Specifically, the full Board receives biannual reports from the Chief Digital Solutions Officer and the Chief Information Security Officer (CISO).

The Board coordinates with the **Audit Committee and Finance Committee** to ensure active Board- and committee-level oversight of the company's technology and cyber risk profile, enterprise technology and cyber strategies, and information security initiatives.

Our Corporate Information Security organization, led by our CISO, is responsible for our overall information security strategy, policy, security engineering, operations and cyber threat detection and response. **Corporate Information Security manages and continually enhances the company's enterprise security structure** with the goal of preventing cybersecurity incidents to the extent feasible, while simultaneously increasing our system resilience to minimize the business impact should an incident occur.

Central to this organization is our **Cyber Incident Response team**, which is responsible for the company's protection, detection and response capabilities. In the event of a cybersecurity incident, the company is equipped with an **incident response plan** that includes: (i) detection and analysis, (ii) containment and eradication, (iii) remediation and (iv) preparation for future incidents.

Engagement of Third-Party Support

Management engages third-party services to conduct evaluations of the company's cybersecurity controls, whether through **penetration testing, independent audits or consulting on best practices** to address new challenges. These evaluations include testing both the design and operational effectiveness of security controls. We also share and receive threat intelligence with our defense industrial base peers, government agencies, information-sharing and analysis centers, and cybersecurity associations. This includes participation in industry-wide security training and receipt of ongoing threat intelligence from the Financial Services Information Sharing and Analysis Center (FS-ISAC). S&P Global is also an active partner with the World Economic Forum's **Centre for Cybersecurity**, a global platform aimed at fostering international dialogue to address systemic cybersecurity challenges.

Third-Party Risk

The company's risk management program also assesses third-party risks, and we perform third-party risk management to identify and mitigate risks from third parties such as **vendors, suppliers and other business partners** associated with our use of third-party service providers. Cybersecurity risks are evaluated when determining the selection and oversight of applicable third-party service providers.

Employee Training

Our people play a critical role in identifying, avoiding and mitigating cybersecurity threats. All colleagues receive mandatory annual training on our **information security policies and procedures**, and our Information Security team works to continually update our training modules to address new and emerging risks. For example, in 2024, we enhanced our training with targeted phishing conducted for high-risk groups, including transitioning to a more advanced phishing simulator to enhance the overall knowledge and education around social engineering threats.

For additional information on our approach to cybersecurity, see our [public filings with the U.S. SEC](#).

Employee Health, Safety and Wellbeing

Overview

In line with our People Forward approach, we view creating a culture that supports the health, safety and wellbeing of our people and gives them the opportunity to thrive as among our highest priorities. When we take care of our people, we are investing in our success as a company.

This material topic includes our efforts to foster a safe, healthy work environment and provide comprehensive benefits designed to support our colleagues' holistic wellbeing – their physical, financial, mental and emotional health. For more information on this topic, see [Risk and Crisis Management](#) and [Human Rights](#).

Focus Areas >>

Support work-life wellness and provide a comprehensive benefits package that enables informed decisions and healthy lifestyles.

Maintain our health and safety management system based on the requirements of ISO 45001.

Prevent all work-related accidents and enable the safety of our people worldwide.

2024 Highlights:



Engaged internal partners and People Resource Groups (PRGs) to raise colleagues' awareness of global offerings to support mental health and other wellbeing areas.



Worked with our benefits vendors to enhance data privacy and security.



Experienced zero reportable safety incidents.

Our Approach

The company's human capital management strategy, also referred to as our People strategy, guides our priorities and initiatives. S&P Global provides colleagues health and wellbeing programs alongside a comprehensive, competitive benefits package that includes a host of programs, resources and incentives to **enable informed decisions and healthy lifestyles**. Our global benefits differ from country to country, but specific offerings include flexible work environments and programs designed to promote our people's **physical, financial, mental and emotional health**. We build a safe and healthy work environment by training our people and maintaining a rigorous health and safety management system.

Our Board of Directors and the Compensation and Leadership Development Committee oversee and regularly engage with our CEO, Chief People Officer (CPO) and other members of senior leadership on a broad range of people topics, including workplace health, safety and wellbeing. At the management level, our CPO is responsible for leading the development and execution of the company's People strategy, working with other senior leaders across the company on priorities that include overseeing the design of the company's compensation, benefits and wellbeing programs.

Employee Wellbeing

In 2024, we continued to:

- **Streamline and invest in benefits systems** to further automate processes and increase data-driven insights.
- **Raise awareness of our wellbeing offerings** through communications, interactive modules, benefits e-learning courses, and a one-stop shop for benefits, retirement and career mobility on our internal platform.
- **Increase engagement and collaboration with internal partners** and through our People Resource Groups, elevating our global offerings to support mental health, elder care, financial wellbeing and retirement, and women's health.

We continue to review and analyze utilization of benefits to deliver programs that are fit for purpose and of value to colleagues. These include:

- **Holistic Wellness Programs:** A suite of programs to support health and wellness, including virtual fitness classes and our in-house meditation programs, with sessions on topics including mental health; preventative health; family issues; and professional skills development.
- **Wellness Days:** Five paid Wellness Days annually, when all offices are closed to enable our colleagues to rest and recharge.
- **Flexible Leave:** Flexible recharge time, which allows colleagues to take as much personal paid time off from work as needed, consistent with fulfilling their duties and the company's obligations.
 - 26 weeks paid parental leave.
 - Our Global Care Leave policy, which allows our people to take up to 10 days of paid leave per calendar year to care for a close relative or loved one who has a serious illness or health condition.
 - Our Global Sick Leave policy, which provides a minimum of 10 paid business days for sick leave per calendar year for our people to rest and recuperate.
- **Family Health Support:** TELUS Health Wellbeing Program, which provides culturally appropriate support, confidential information and tools at no cost to our people and their family members.
- **Wellbeing Reimbursement:** Provides colleagues with the flexibility to access activities that meet their specific wellness needs.
- **Educational Support:** Reimburses tuition, registration, program fees and course-related books for approved courses up to a specified amount. S&P Global matches the reimbursed amount with an equivalent payment to help reduce a current student loan, up to a designated maximum limit.

For additional information on benefits offered by location, please visit our [website](#).

Building on Our Wellness Programs

Some benefits and wellbeing highlights for 2024 follow:

- Enhanced our **Global Cancer Care Support Program** to provide salary continuation (100% of pay) for colleagues unable to work due to a diagnosis of cancer or other chronic disease and serious illness for up to one year.
- Launched a **Global Reproductive Wellness** site, which encompasses global programs such as Inflection, Maven and menopause support and education for colleagues.
- Introduced a **wellbeing video series** highlighting the benefits available to all our employees. We leveraged our PRG platforms to amplify the availability of these benefits.
- Targeted **wellbeing sessions** for countries and divisions within S&P Global, such as workplace collaboration, work-life balance and yoga.
- Offered employer-paid membership in **bike share programs** across many U.S. cities.

Training for Fire Awareness

The Fire Awareness Plus course covers a range of important fire-related issues, including identifying and minimizing fire hazards and understanding evacuation procedures and what to do in an emergency. In addition to training all employees on general fire awareness, the course includes sections aimed at helping fire marshals/wardens and all other staff understand how their role in handling events during a fire-related emergency can result in a positive outcome for all concerned.

Improving Workspace Ergonomics

To reduce risks related to ergonomics and the use of workstations, we offer employees the Health Working Plus online training package. Colleagues create a profile of their working environment, whether at home or at the office, and then complete a training program and risk assessment based on that profile. The ergonomics risk assessment generates recommendations to improve the comfort of workstations through the Healthy Working Plus Action Plan. Colleagues who continue to experience discomfort may meet virtually with an ergonomics expert for further recommendations.

Employee Health and Safety

Our goal is to **prevent all work-related accidents** and enable the safety of our people worldwide. We work to build a safe and healthy work environment by training our people, enhancing their wellbeing through products and infrastructure, and collaborating across internal teams to keep health and safety central to how we operate. Protecting the health and safety of our colleagues, clients and other stakeholders we engage in our workplace is our primary consideration.

To support a safe and healthy work environment, the company maintains a rigorous management system. Our facilities worldwide follow internally and externally audited occupational health and safety policies in line with **ISO 45001 and ISO 14001 standards**. All of our offices follow ISO 45001, with our London office formally certified in ISO 45001; 67% of our office areas and 43% of employees, respectively, are covered by ISO 14001 standards.

These practices also support our goal of minimizing our environmental footprint by improving operational efficiencies. For additional information, please see our [Health, Safety and Environmental Policy](#).

We continue to use Risk Management Plus software to report and record any incidents that occur on S&P Global premises. S&P Global experienced zero total reportable incidents⁷ in 2024.

See data tables in the [Appendix](#).

⁷ The total reportable incident rate (TRIR) is a measure that encompasses all fatalities, lost-time injuries, cases restricted for work, cases of substitute work due to injury and medical treatment cases by medical professionals.

Energy and Climate Change

Overview

The increasing impacts of climate change pose risks to communities, ecosystems and economies around the world. S&P Global is committed to doing its part to address this growing crisis, as the wellbeing of our people and business is inextricably linked to the health of the communities where we live and work.

This material topic includes our efforts to reduce greenhouse gas emissions (GHGs) and optimize energy use in our operations and value chain. It also covers the steps we are taking to manage climate-related physical and transition risks. For information on the role of S&P Global's products and services in the transition to a low-carbon future, see [Sustainability Products and Data](#).

Focus Areas >>

Reducing Scope 1, 2 and 3 GHG emissions in line with best-available science and the ambition to limit global warming to 1.5°C above preindustrial levels.

Decreasing energy intensity and emissions of our office spaces through energy efficiency, transitioning to low-carbon energy sources and seeking to lease net-zero office spaces.

Integrating proactive identification, management and reporting of climate-related risks and opportunities.

2024 Highlights:



Received validation of our long-term target (net-zero by 2040) from the Science-Based Targets Initiative (SBTi).



Achieved reductions in Scope 1 and 2 emissions intensity of 52% and 70%, respectively, from our 2019 baseline.



Increased share of energy from renewable sources from 22% in 2023 to 58% in 2024.



Leased our first net-zero carbon office.

Our Approach

While S&P Global's business is not carbon intensive, we believe it is important for us to do our part in improving the environment. Measuring, managing and reducing our own environmental and climate impacts and risks is in our business interest, helps deliver long-term value, aligns with our corporate purpose and benefits our customers and our communities.

To drive progress toward our overarching goal of net-zero emissions by 2040, we have established near-term science-based targets covering our Scope 1, 2 and 3 emissions and are working **to reduce emissions associated with our offices, business travel and supply chain.**

In addition, S&P Global continues to invest in and prioritize efforts to **respond and adapt to physical and transition risks associated with climate change.** This includes maintaining our commitment to proactive and transparent disclosure, and ongoing assessment of climate-related risks and opportunities in the context of the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

The Board of Directors receives updates on a variety of topics, including sustainability and climate-related matters, as part of its annual, in-depth strategy and risk management sessions, as well as ongoing discussions and committee reports throughout the year. At the management level, the President & CEO is responsible for setting climate-related strategy and ensuring climate-related risks and opportunities are fully integrated into the company's long-term business strategy. In addition to being a member of the company's Board of Directors, the CEO oversees and reports to the Board on management's progress against the company's key sustainability-related objectives, covering various climate-related topics and initiatives. The CEO is supported by an experienced executive team, several members of which are responsible for managing and overseeing the overall enterprise strategy and approach to addressing issues and executing strategic initiatives relating to climate and sustainability matters.

For more information on oversight of climate-related matters, see S&P Global's [2025 TCFD Report](#). For information on how we are involving our people in protecting the environment, see [Community and Economic Impact](#).

Our Climate Targets and Progress

2025 Near-Term Science-Based Targets

25.2%
reduction

in absolute Scope 1 and 2 GHG emissions (equivalent to a 25% reduction per square foot)

25%
reduction

in absolute Scope 3 GHG emissions from employee travel

81%
of our spend

allocated to suppliers who set their own science-based targets

Net-zero
Scope 1 and 2
emissions

100%
renewable energy
use in Scope 2

Net-zero
Scope 3 emissions
from global
operations within
leased and
sublet locations

Net-zero
total GHG
emissions

2024 Progress*

Scope 1:

466 tCO₂e/M sq. ft.

52% reduction

from 2019 baseline

Scope 2:

1,693 tCO₂e/M sq. ft.

70% reduction

from 2019 baseline

Scope 3 (Business Travel):

58,699 tCO₂e

11% reduction

from 2019 baseline

Supplier Engagement:

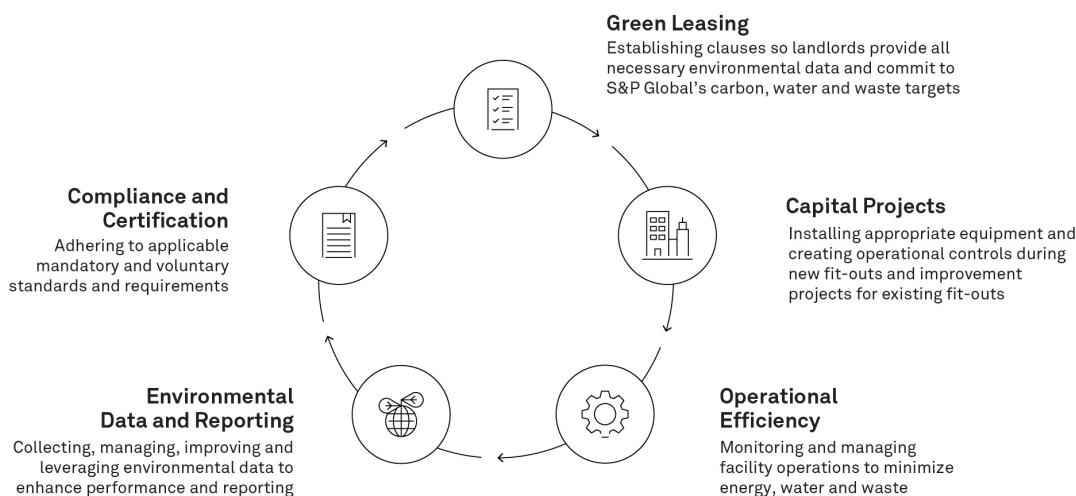
50% spend allocated to suppliers who set their own science-based targets

* 2019 baseline: Scope 1: 980 tCO₂e/M ft²; Scope 2: 5,571 tCO₂e/M ft²; Scope 3, Category 6: 65,600 tCO₂e.

Scopes 1 and 2 – Real Estate

The property that S&P Global owns and leases has a large part to play in our ability to achieve our targets for energy and GHG emissions, as well as other environmental metrics. Working in close collaboration with our real estate partner CBRE, we have established a **five-part strategy** to continuously enhance the **environmental performance of our managed property portfolio**.

Our Real Estate Sustainability Strategy



As we work toward our net-zero goals, we are increasingly focused on our **leased facilities**, which currently represent the majority of our portfolio. In 2023, we developed a set of green lease clauses, with key provisions including **sub-metering** of energy and water, **purchasing renewable energy**, and developing and implementing a **pathway to net-zero** for the overall facility. In 2024, we incorporated the new requirements into our RFP for all new leases.

In 2024, we leased five offices in buildings with a qualifying **green certification** (i.e., LEED, BREEAM, NABERS or equivalent) – in Sydney, Gurgaon, Hyderabad, Tokyo and Manchester – approximately 10% of the operational area managed by Global Real Estate and CRISIL. As of year-end, 34% of S&P Global's people were located in green-certified buildings or office spaces.

The new facility in Manchester is designed to a NABERS five-star rating and will be S&P Global's first net-zero carbon office, as certified under the new UK Net Zero Carbon Buildings Standard, Pilot Version. Buildings aligned with this standard typically use 60% less energy than the average UK office. In addition, the building has BREEAM Outstanding and WELL Platinum certifications.

Our **sustainable office fit-out specification** includes key measures such as full electrification, smart building controls, installing the highest-efficiency appliances and heating/cooling systems, and minimizing embodied carbon in all materials and fixtures. The specification was successfully trialed on the design of the new Manchester office, with several specific targets aimed at reducing energy and embodied carbon. As part of the project, we undertook a life-cycle carbon assessment, which showed total embodied carbon of 133 kg CO₂e/m² during Stage 3 of the design, which is well within target and aligned with the UK Net Zero Carbon Buildings Standard. During 2024, we also undertook eight fit-out and refurbishment projects of our offices in Cape Town, Stockholm, Singapore, Gurgaon, Bangalore and Kuala Lumpur. This included installing energy-efficient LED lighting and building control systems, such as daylight and occupancy sensors, enabling more efficient use of lighting and heating, ventilation and air-conditioning (HVAC) systems.

In addition to increasing energy efficiency, we continue to transition to **renewable energy** sources to meet our electricity needs. Where S&P Global has direct control over electricity procurement, we work directly with the utility to transition to a **renewable energy tariff or equivalent program**. Where electricity is provided by landlords, we seek to require or influence them to obtain it from renewable sources, or else we purchase certified **renewable energy certificates (RECs)** to account for our usage. In 2024, we transitioned to a renewable energy tariff for our offices in Melbourne and began purchasing RECs for all CBRE-managed sites in India. This helped increase our share of purchased electricity from renewable sources to 58% globally (+166% year over year).

58%

(+166%)

of total electricity use from renewable sources

43%

of global workforce in offices certified to ISO 14001*

* Excludes CRISIL and CARFAX.

For information on how our real estate sustainability strategy addresses other operational environmental impacts, see [Nature and Biodiversity](#).

Scope 3 – Business Travel

S&P Global's people work in offices and remotely across 43 countries, while our customers are located in many more throughout the world. Consequently, travel is a regular part of our business and a key area of focus for reducing our GHG emissions.

Our Travel Services team guides us in **making purposeful travel decisions** – including in selecting reasons for travel, mode of transport and service class – by establishing clear **policy requirements** and allocating specific **targets to business divisions**.

In Q4 2024, to increase awareness of our emissions reduction goal, we introduced a quarterly email campaign sent to employees who traveled, indicating their emission output for the previous quarter. The email also highlights what the carbon usage would equate to, compares usage to their business division and the company, and provides tips for reducing emissions. We also engaged with divisional leadership teams to encourage the adoption of emissions-saving measures including reducing travel for internal meetings, holding team offsite meetings regionally and reducing policy exceptions allowing business class travel.

In addition, we continue to invest in technology that supports hybrid and virtual meetings and virtual work, so that a reduction in travel does not equal a reduction in quality of engagements.

Carbon Offsets

To further reduce our impact and contribute to climate solutions beyond our own operations, we purchase carbon offsets equivalent to our Scope 1 and Scope 3 Category 6 (Business Travel) emissions.

In 2024, we **purchased and retired a total of 55,000 certified carbon credits** from the Extractivist Reserve (RESEX) Rio Preto-Jacundá REDD+ project in Brazil. The project is a collaboration between Biofílica and local residents, aimed at promoting sustainability in the extractive community by reducing forest degradation and illegal deforestation. Located in a 95,000-hectare reserve in Rondônia, Brazil, the project focuses on community-led initiatives that enhance climate adaptation, support local residents' management of forest resources and provide benefits for biodiversity, including the protection of threatened species. The carbon credits are accredited by the Verified Carbon Standard.

Carbon offsets are not counted as progress toward our targets.

Sustainability-Linked Bond

We have recently amended our Sustainability-Linked Bond Framework for purposes of measuring air travel under our absolute Scope 3 emissions from employee travel target for our sustainability-linked bonds. This change will be effective for FY2025 and the FY2019 baseline. Our amended Sustainability-Linked Bond Framework can be found on our website [here](#).

Scope 3 – Supply Chain

Given the nature of S&P Global's business, the majority of our GHG emissions are attributable to our supply chain and business travel. This is why we continue to engage with suppliers to better understand our footprint and opportunities for improvement, as well as to encourage and support their transition efforts.

In 2024, we undertook several initiatives to increase supply chain visibility and support strategic planning to drive ongoing emissions reductions. Key activities and accomplishments included:

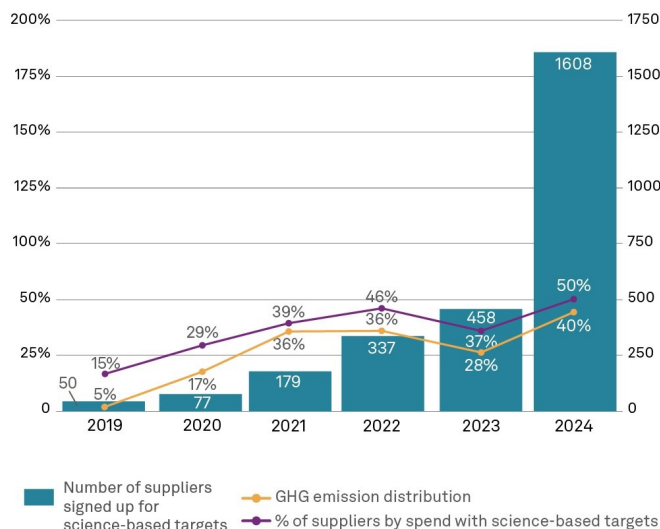
- **Partnering with Green Project Technologies** to improve outreach and engagement related to suppliers' emissions targets and performance.
- **Embedding vendor questions regarding emissions and science-aligned target setting** into our sourcing and vendor management systems.
- **Gathering enhanced sustainability data for our meeting and event suppliers.**
- **Developing a new Vendor Management Dashboard** including science-aligned target setting, to inform preferred vendor selection.
- **Joining Sustainable Procurement Pledge's League of Champions**, including a workstream to advance a **globally aligned approach to carbon pricing for sourcing events.**
- **Training Category Managers** to engage vendors regarding GHG emissions and reporting.

S&P Global has set a target for 81% of suppliers by spend (covering purchased goods and services and capital goods) to have their own science-based targets by 2025. We recognize that suppliers have multiple options for setting targets in alignment with the latest climate science necessary to meet the goals of the Paris Agreement. With this in mind, we have expanded our tracking to include a broader range of target-setting frameworks, including SBTi, Race to Zero, SME Climate Hub and The Climate Pledge. This not only provides a more comprehensive view of science-based target-setting in our supply chain, but also enables us to recognize more suppliers – including small and medium-sized enterprises – that are doing the work to necessary to be Paris-aligned.

Sustainability-Linked Financing

S&P Global has a \$2 billion sustainability-linked credit facility tied to our Science Based Target initiative (SBTi) approved goals. Commitment fees for the unutilized commitments under the credit facility and applicable margins for borrowings thereunder are linked to the Company achieving three environmental sustainability performance indicators related to emissions, tested annually. There will be no sustainability pricing adjustment to our commitment fees or our margins under the credit facility for the approximately year-long period beginning April 7, 2025, as a result of our emissions performance for the year ended December 31, 2024.

YOY Suppliers Setting Science-Based Targets*



*2019-2023 data includes suppliers with a registered commitment to or validated targets with SBTi. 2024 data includes suppliers setting targets via SBTi, Race to Zero, SME Climate Hub and/or The Climate Pledge.

Suppliers Setting Science-Based Targets

Emissions	2021	2022	2023	2024
% of spend	39	46	37	50
% of GHG emissions*	36	36	28	40
# of Vendors**	179	337	458	1,608
# of Tier 1 Vendors**	27	29	22	22

* GHG emissions from Tier 1-3 suppliers with science-based targets as a percentage of total GHG emissions (CO₂e) from all suppliers.

** The total number of vendors reported for 2023-2024 includes S&P Global, CARFAX, AMM, OSTTRA and CRISIL. However, the 2021-2024 figures for Tier 1 vendors are only for S&P Global.

Identifying and Managing Climate-Related Risks and Opportunities

S&P Global integrates climate-related risks and opportunities into the larger enterprise strategy to fuel innovation and strengthen strategic decision-making with long-term, resilient operations in mind. In 2024, we continued to rely on the expertise of **S&P Global Sustainable1** and its **Climate Risk Assessment** to identify climate-related physical and transitional risks. The analysis enables S&P Global to assess how resilient the corporate strategy is in relation to relevant climate-related risks, taking into consideration various scenarios, including 2.4°C and lower scenarios and varying time horizons.

For more information on our approach to identifying and managing climate-related risks and opportunities, see our [2025 TCFD Report](#).

See data tables in [Appendix](#).

Human Rights

Overview

As a People Forward organization, we recognize the potential of S&P Global's business to impact human rights across the value chain. We are committed to respect and support for all human rights in our operations, value chain, and products and services, in accordance with international standards and applicable law.

This material topic includes how we respect and advance human rights in our operations and value chain. This includes assessing, preventing, managing and mitigating human rights risks that may occur as a result of the company's role as an employer, procurer, and data and services provider. Reflecting the interconnectedness of human rights and other key topics, related information is also provided in other sections of this report, including [Responsible Sourcing and Supply Chain Management](#), [Culture and Engagement](#), [Employee Health, Safety and Wellbeing](#), and [Data Privacy and Cybersecurity](#).

Focus Areas >>

Expanding identification and prioritization of actual and potential human rights impacts across the organization's full value chain.

Enhancing our enterprise-wide approach to human rights due diligence.

2024 Highlights:



Conducted internal assessment of due diligence processes for six priority risk areas identified by 2023 saliency assessment, identifying gaps and opportunities for enhancement aligned with internationally recognized principles and standards.



Integrated six priority risk areas into Non-Financial Risk Taxonomy and annual Enterprise Top Risk Assessment process, to enhance internal stakeholder awareness and management of human rights risks.

Our Approach

S&P Global supports fundamental human rights in accordance with internationally recognized principles and standards, including the **United Nations Global Compact** and the **UN Guiding Principles on Business and Human Rights (UNGPs)**.

We also comply with all applicable legal and regulatory requirements related to human rights, including those specified by the UK **Modern Slavery Act 2015**, the U.S. **Civil Rights Act of 1964** and others. We seek to uphold international principles and standards for human rights in all countries where we operate, even where local laws or practices may not align.

Our commitment to human rights is codified by our **Human Rights Policy**, which addresses specific human rights issues including:

- Human trafficking
- Forced and compulsory labor
- Child labor
- Health and occupational safety
- Equality and nondiscrimination
- Privacy protection
- Freedom of association
- Fair and equal remuneration

Respect for human rights is also embedded in key policies and standards deployed throughout the company, including:

- Code of Business Ethics (COBE)
- Vendor Code of Conduct (VCOC)
- Health, Safety and Environmental Policy
- Modern Slavery and Human Trafficking Statement
- Division-specific ethics policies
- Employee Privacy Policy







Our Chief People Officer and Chief Financial Officer are responsible for human rights issues connected to our business and operations, with oversight from the Executive Leadership Team. Within the Corporate Responsibility team, the Global Head of Corporate Responsibility is responsible for managing human rights risk identification and due diligence across the enterprise. S&P Global engages, consults and collaborates with external experts, nongovernmental organizations and others to determine appropriate ways to improve how the company manages human rights risks and prepare for future regulations.

Human Rights Risk Assessment and Due Diligence

S&P Global works to continually identify, assess and mitigate potential and actual human rights impacts resulting from our business activities in our roles as employer, procurer and data and services provider. In 2023, we completed an enterprise-wide saliency assessment **to identify focused areas of human rights risk** that can be connected to our own operations, supply chain, and products and services. Through this process, we prioritized six areas of risk, as outlined below.

In 2024, we built on this work by undertaking an internal assessment of due diligence processes for each of the six priority areas listed below, identifying gaps and opportunities for enhancement aligned with internationally recognized principles and standards. We also worked with Enterprise Risk Management (ERM) to integrate the six priority risk areas into our company-wide Non-Financial Risk Taxonomy and annual Enterprise Top Risk Assessment process, to enhance internal stakeholder awareness and management of human rights risks.

Salient Human Rights Risks

Risk	Description
 Data Privacy	Protection of personal data against abuse and cyber attacks. Rights of individuals to be protected from arbitrary, unreasonable or unlawful interference with their privacy, family, home or correspondence, and from attacks on their reputation.
 Discrimination, Harassment and Minority Rights	Freedom from unequal treatment, directly or indirectly, on various grounds, including race, ethnicity, sex, language, religion, political or other opinion, national or social origin, property, and birth or other status (such as sexual orientation or health status). Protection from harassment and abuse, including but not limited to violence; corporal punishment; harsh or degrading treatment; sexual or physical harassment; and mental, physical, verbal or sexual abuse.
 Security of the Person	The right not to be deprived of life arbitrarily or unlawfully, including unlawful detention. Right to have one's life protected, for example, from physical attacks or health and safety risks.
 Health and Safety	Protection of workers from exposure to short- and long-term risks at work and to reduce workplace injuries and illnesses.
 Forced Labor	The right not to be coerced to work using violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities.
 Fair and Equal Remuneration	The right to receive compensation for work without discrimination. Includes the principle of receiving equal pay for equal work.

Human Rights and Our Operations

As a large company with a global workforce, we have a responsibility to **safeguard the human rights of our 42,000-plus global employees, as well as contractors, interns and other temporary workers** involved in our operations. Considering the nature of our business and role as an employer, potential risks to workers may pertain to data privacy; discrimination, harassment and minority rights; health and safety; security of the person; and fair and equal remuneration. Our operations may also be connected to potential adverse impacts on our customers and partners or people in the communities where we operate.

Our **COBE** underscores our core values and guides everything we do. This includes respecting human rights and treating our people and members of the communities where we do business with dignity and respect. Each year, we ask all employees to complete an annual training on COBE and affirm the Affirmation Statement. In addition, we regularly provide additional training and updates to all global staff on health and safety as well as information and data privacy.

In addition, our **Human Rights Policy; Employee Privacy Policy; and Health, Safety and Environmental Policy** each outline important details of our commitment to preventing discrimination and harassment, providing fair and equal remuneration, protecting privacy and maintaining workplace safety. Following the saliency assessment, our Corporate Responsibility team has started to deepen engagement and education efforts around respect for global human rights with key corporate functions including People, Enterprise Risk Management, Global Security and other business units.

Human Rights and Our Supply Chain

S&P Global's supply chain involves thousands of suppliers and tens of thousands of individuals working in geographies around the world. As a result, we may be connected to human rights impacts affecting supply chain workers and/or people in the communities where our suppliers operate. Potential risks to people may pertain to data privacy, forced labor, discrimination and harassment, health and safety, security of the person, and fair and equal remuneration.

Our VCOC, together with our COBE, sets out the standards and practices we expect suppliers to uphold, including respecting internationally recognized human rights and labor standards. As vendors and suppliers sign our VCOC, they commit to manage, prevent and mitigate any potential adverse impact on human rights. The VCOC explicitly prohibits forced or child labor, employment-based discrimination, and harassment and abuse, including for augmented or temporary staff. It also requires suppliers to provide employees with a safe and healthy working environment and to maintain adequate plans for emergency preparedness and response.

For more details on our supply chain sustainability program, including how we are engaging with suppliers on human rights issues, see [Responsible Sourcing and Supply Chain Management](#).

Human Rights and Our Products and Services

S&P Global offers a wide variety of products and services that are used by thousands of organizations across multiple industries and geographies. Because of this reach, it is possible that we may be connected to human rights impacts affecting our clients' workers and/or people in the communities impacted by our clients' operations. Potential risks to people may pertain to data privacy; forced labor; discrimination, harassment and minority rights; health and safety; security of the person; and fair and equal remuneration.

With this in mind, we work to uphold human rights within the design, delivery and use of our commercial products and services, including by maintaining policies and procedures to **identify and mitigate product-, data- and technology-related risks**. For more information, see [Responsible Products and Marketing](#) and [Data Privacy and Cybersecurity](#).

We also strive to support evolving client needs around human-rights-related risk management and impact. For example, since 2016, the **Corporate Sustainability Assessment (CSA)** has included a section on human rights due diligence, helping drive increased transparency and awareness in this area.

Grievance Mechanisms

S&P Global acknowledges the responsibility to provide for or cooperate to remedy any adverse human rights impacts we have caused or contributed to – as defined by the UN Guiding Principles on Business and Human Rights.

We encourage our people, suppliers and subcontractors to proactively report ethical and legal concerns, including potential human rights violations. Our **EthicsPoint Helpline** is made available to **employees and third-party stakeholders** to raise concerns, and all reports are promptly and thoroughly investigated. Complaints raised to the helpline are reviewed and monitored for trends. For more information, please refer to page 7 of our [COBE](#).

The COBE also includes provisions so that anyone making a good-faith report of a potential or actual misdeed is protected from retaliation, including being terminated, demoted, threatened, discriminated against or harassed in any way.

Nature and Biodiversity

Overview

The availability of natural resources and the provision of ecosystem services are essential to individual and community wellbeing and the success of the global economy. As part of S&P Global's broader environmental strategy, we are seeking to better understand and address nature-related impacts of our operations, as well as supporting our customers and others in managing nature-related matters for their own organizations and the wider economy.

This material topic includes our efforts to understand and manage the company's impacts and dependencies on nature, minimize natural resource consumption and mitigate other negative environmental impacts of our operations. For information on how S&P Global's data and technology support analysis and disclosure of nature-related risks and opportunities, see [Sustainability Products and Data](#).

Focus Areas >>

Identifying, assessing and reporting impacts and dependencies in alignment with the Taskforce on Nature-related Financial Disclosures (TNFD) Framework.

Advancing progress toward net-zero water⁸ and waste for our global offices.

2024 Highlights:



Nature-related impact risk remained low in our direct operations after expanding our Nature and Biodiversity Risk Assessment to include additional office locations and colocated data centers.



Removed single-use plastics in 13 offices.



Recycled 77% of our waste.

⁸ S&P Global defines net-zero water in accordance with [guidelines](#) from the U.S. Department of Energy's Federal Energy Management Program: "A low or net zero water building (or campus) completely offsets water use with alternative water plus water returned to the original water source. If the building is not located within the watershed or aquifer of the original water source, then returning water to the original water source will be unlikely. In those cases, a low or net zero water strategy would depend on alternative water use."

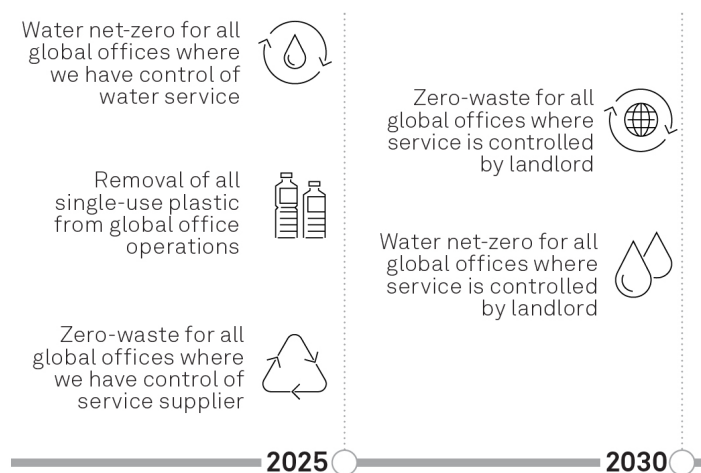
Our Approach

Our approach to nature and biodiversity is **integrated with our broader environmental strategy**, including our efforts on climate change. This reflects not only our ability to influence these issues through similar channels – e.g., disclosing relevant metrics such as waste, reducing our operational impacts, and providing data and intelligence solutions for our customers – but also the interconnectedness between climate and the overall health of ecosystems.

As a complement to our net-zero goals for climate change, we have established net-zero goals for our other key operational environmental impacts, which we are currently advancing through our real estate sustainability strategy.

In this section, we provide details and highlights of these specific efforts. For more information on our broader environmental strategy, see [Energy and Climate Change](#). For information on how we are involving our people in protecting the environment, see [Community and Economic Impact](#).

Our Zero-Impact Goals



Understanding Our Impact Through TNFD

TNFD is a global, market-led initiative with the mission to provide a management and disclosure framework for organizations to report and act on evolving nature-related risks and opportunities. Our Head of Sustainable 1 is a member of TNFD. We describe our approach based on TNFD below.

To understand our impact on nature and biodiversity, S&P Global worked with Sustainable1 to conduct its first Nature and Biodiversity Risk Assessment in 2023 and updated the analysis in 2024 to include additional office locations and data centers. We consider short-, medium- and long-term time horizons in the analysis. Two key performance indicators are used to monitor the interaction of our operations with nature: Company Impact Ratio and offices located in Protected Areas or Key Biodiversity Areas. For two years in a row, Sustainable1's analysis shows that our impact remains very low. We continue to build our approach to understanding the linkages between climate and nature as data and analytics evolve.

2

S&P Global offices located in Protected Areas or Key Biodiversity Areas

0.08 (Very Low)

Company Impact Ratio

Based on S&P Global's Nature and Biodiversity Risk Assessment.

Water

In concert with our efforts to reduce building-related greenhouse gas emissions, our real estate sustainability strategy has been tailored to advance our goal to achieve water net-zero across our global offices by 2030. We are working toward our goals by **reducing usage through water efficiency measures** while exploring opportunities for alternative water collection in our offices.

We are continuing efforts to improve our ability to **collect accurate data on water use** for our leased offices in multi-tenant facilities. We have introduced new **green lease clauses and a sustainable office fit-out specification** that each include a requirement for landlords to install and operate sub-metering equipment, or else to provide the ability for S&P Global to install its own meter.

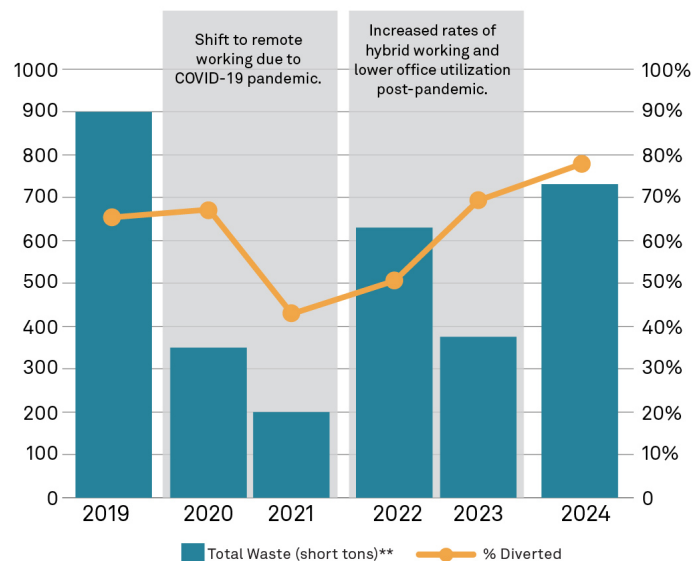
Waste

S&P Global continues to take steps on our journey to zero-waste. Key activities in 2024 included:

- **Waste contracts:** We continued an ongoing effort to retender all waste contracts in our direct control to determine if there are regional suppliers offering a zero-waste-to-landfill service with data and certification included.
- **Zero-plastic project:** As of year-end, we completed removal of single-use plastics in 13 offices.
- **Green leasing:** Our green lease clauses include requirements for landlords to support our zero-waste goals, including providing a zero-waste-to-landfill option if available in the region. For example, the lease for our new Manchester office includes a requirement for the landlord to achieve zero waste to landfill.
- **Sustainable office fit-outs:** Our sustainable office fit-out specifications include measures to improve circularity and waste management, including measuring all construction waste and encouraging the use of materials with low embodied carbon and/or recycled content. In 2024, we collected waste data for our Cape Town and Dubai office fit-out projects and wrote requirements to collect total waste and percentage recycled into our construction contracts. Design requirements for our new Manchester office featured several waste-related goals, including:
 - 100% of strip-out waste and 95% of total construction waste diverted from landfill.
 - Less than 3.5 tonnes of waste generated per 100 m² net internal area (NIA).
 - 30% recycled content by value.
 - 10% reused content by value.

See data tables in [Appendix](#).

Waste and Recycling*



* For offices where we have operational control of waste contractor.

** E-waste is reported separately and not included in metrics above.

Nature Finance Thought Leadership

In addition to advancing nature-related analyses and disclosures pertaining to our own operations, S&P Global actively contributes to research and dialogues exploring the fundamental role of natural capital in underpinning economic growth. For example, in 2024, S&P Global Ratings published research titled [Tipping Points Shrink the Sustainable Growth Playing Field](#), and Sustainable1 published [Unpriced Environmental Costs: The Top Externalities of the Global Market](#).

Additionally, the Global Head of Market Engagement currently chairs the Biodiversity Working Group of the Future of Sustainability Data Alliance (FoSDA), which supports the evolution of a global ecosystem of key actors that are defining the Nature Finance agenda.

Talent Attraction and Development

Overview

Companies that thrive in a fiercely competitive market are those that attract the most talented people, invest in their development and equip them to adapt to change. Having a talented global workforce in place and empowering them with the resources, tools and skills they need for growth and success helps increase productivity, connection and the insights that fuel our success.

This material topic includes how we attract and retain a highly skilled workforce and foster a global mindset and tech-fluent culture. It covers our work to encourage career growth and progression.

Focus Areas >>

Increasing the pool of talented candidates through a merit-based, candidate-focused hiring process.

Cultivating the next generation of leaders by offering early-career and ongoing leadership development opportunities.

Accelerating the future-readiness of our workforce through learning, innovation and real-world application.

Supporting performance and career growth through coaching and dynamic feedback.

2024 Highlights:



Advanced an enterprise-wide recruiting strategy to further support high performance and team decision-making.



Launched the Spark AI Academy as part of our comprehensive strategy to help our people, roles and teams to innovate with AI technology responsibly and effectively. We also provided our people with internal GenAI platforms called Spark Assist and Spark AIR.



S&P Global's tuition reimbursement program, which is offered to all employees, paid \$4.8 million to advance professional development.

Our Approach

To attract and develop a high-performing global workforce at S&P Global, we employ a comprehensive recruiting strategy, from campus outreach to job fairs and partnerships with professional associations. We provide our people with career mobility, coaching and development programs, and encourage regular and open career planning conversations and feedback.

Our Board and management view effective human capital management as critical to the company's ability to execute its strategy. As a result, the Board and the Compensation and Leadership Development Committee oversee and regularly engage with our CEO, Chief People Officer (CPO) and other members of senior leadership on people topics, including talent attraction and development. At the management level, our CPO is responsible for leading the development and execution of our People strategy. This includes promoting a performance-driven workplace culture with opportunity for all; managing initiatives to attract, develop, engage and retain the high-quality talent needed to deliver on current and future business needs; and overseeing the company's compensation, benefits and wellbeing programs.

6,025

new external employee hires*

1,313

(18%)

internal hires

459,912

training courses completed by employees**

855

(2%)

number and percentage of total employees represented by an independent trade union or covered by collective bargaining agreements†

* All of S&P Global, excluding CRISIL and Taiwan Ratings Corp.

** Includes all classroom-, where available, and online-completed, passed or certified training courses.

† All of S&P Global, excluding CARFAX, CRISIL, Taiwan Ratings Corp. and OSTTRA.

See data for the years 2022-2024 in the [Learning and Development](#) table in the Appendix.

Enhancing the People Experience with GenAI

As generative artificial intelligence (GenAI) continues to transform our business, we are empowering our people to discover how they can accelerate and elevate their work with AI while improving our colleagues' and customers' experience. In 2024, we developed workflow solutions within Spark Assist, our proprietary internal GenAI platform, to improve team members' experiences. These include:

- **Job Descriptions**, to help us standardize job postings. (See box titled [Avoiding Recruiting Bias With AI](#), below.)
- **People Solutions**, to help answer questions about our wellness benefits and offerings.
- **Career Coaching**, to provide preliminary guidance and support to team members in their career development and enable them to have insightful conversations when they engage with a career coach.
- **VIBE Comment Summary**, to support those who need to analyze vast amounts of comments from the VIBE Annual Survey and other surveys.

Hiring

The wide range of characteristics and perspectives that our people bring to S&P Global gives us a vital competitive edge. We are intentional in building the partnerships and pipelines needed to find highly skilled colleagues around the globe.

In 2024, we advanced our enterprise-wide recruiting strategy in consultation with leaders of our global divisions, to further support high performance and team decision-making. The strategy includes customizing our recruiting processes to ensure we are considering talent from all communities, as well as reinforcing our hiring leaders' skills through interview workshops, a toolbox detailing hiring best practices and our Spark Assist GenAI tool to provide interview questions based on a job description.

We continued to deepen our recruiting partnerships in 2024, including through the National Black MBA Association's Annual Conference and Exhibition and the Prospanica Conference and Career Expo in the United States; UK Black Business Week and Women of Silicon Roundabout in the United Kingdom; and the Perspektywy Women in Tech Summit in Poland, Women in Tech in Romania, and Chicas en Tecnología in Argentina, among others. New engagements included India's virtual RISE Job Fair by Pride Circle. With cross-divisional representation at these events, we were able to engage hundreds of high-potential job seekers and hire dozens of them.

Avoiding Recruiting Bias With AI

To mitigate potential bias and comply with our ethical and legal standards, we developed a GenAI tool to quickly standardize all our job descriptions and help us create postings. The effort is part of S&P Global's comprehensive framework and practices to support our commitment to using AI ethically. (See [Responsible Use of AI in Marketing and Products](#) to learn more.)

Early Career Talent

Our Early Careers Programs remain a strong source of talent, allowing us to cultivate the next generation of leaders through internships and other opportunities.

In 2024, we hired 333 interns, who made valuable contributions throughout our four global regions. We continue to build our intern talent pool, partnering with leading organizations that increase our visibility to attract candidates:

- Developed students and young professionals in the New York Tri-state area through the **Year Up** program to help attract young adults from all backgrounds.
- Worked with the **10,000 Interns Foundation** in the United Kingdom to offer paid internships to more than 20 individuals through their internship programs.
- Participated in career fairs and information sessions at Carnegie Mellon University and Fordham University to engage with students through campus recruiting.
- Partnered with **historically Black colleges and universities (HBCUs)** to host campus recruiting and offer market intelligence for educational and research purposes, further strengthening their educational experience with hands-on business tools and helping to develop the next generation of leaders across all backgrounds.
- Through our Reach People Resource Group, we continued our partnership with the Commodity Insights division to host students with disabilities as interns. Throughout the internship, we worked with **VISIONS: Services for the Blind and Visually Impaired**, a New York City-based social service organization, to support accessibility and a positive learning experience.

333

interns gained experience in roles across our global divisions and functions in 2024

Challenging Interns to Innovate With GenAI

Our 333 interns worldwide had the opportunity to participate in a competition to hone their GenAI knowledge and skills in July. Through the S&P Global Interns Innovation Challenge, cross-collaborative teams utilized our Spark Assist GenAI tool to learn about the technology and develop innovative solutions.

Teams submitted ideas aligned with challenge themes including collaboration, improved customer experience and operational efficiencies. Evaluators assessed the submissions based on factors such as business value, feasibility, creativity and innovation. The top seven intern teams earned a digital credential and presented at the S&P Global Interns Innovation Challenge Showcase, giving them an opportunity to engage with senior leaders. Learn more about our comprehensive strategy for adopting AI at scale in [EssentialTECH](#) and [EssentialINNOVATION](#).

Global Career Coaching

S&P Global is proud to offer Global Career Coaching to all our people. Through this industry-leading program, certified coaches offer confidential, individualized and open-ended support to help our people identify and fulfill their career aspirations. Since its launch in 2020, 4,091 unique individuals have engaged in Global Career Coaching, including 1,081 who participated in 2024.

We supported Global Career Coaching with dozens of programs and resources in 2024, including:

- 38 career coaching-related events, reaching 10,000-plus participants.
- S&P Global's International Coaching Week, attracting ~4,000 attendees.
- Elevate Program Coaching for 50 graduates of the Elevate leadership development program.

See data for the years 2022-2024 in the [Global Career Coaching](#) table in the Appendix.

93%

of 2024 participants would recommend Global Career Coaching to colleagues

“The coaching program has been a constant companion in my career, helping me define my goals with clarity and strategize the steps to achieve them. At every crossroad I found myself, it provided a space to reflect, brainstorm and move forward with greater confidence. I'm deeply grateful for these conversations with my coach, for after each session, I leave eager to put these insights into practice.”



Guilherme Derzi,
Ratings

Development and Support

Our people are the future of the organization. In 2024, S&P Global continued to foster our pipeline of leaders by helping them develop and by providing essential learning, innovation and application opportunities in emergent technologies.

Reached

10000

employees through career coaching-related events and

350+

through leadership development programs

Support for Leaders

S&P Global's development programs support leaders in navigating their teams through times of continuous change and enabling them to thrive. Our tailored development experiences are anchored in our People Forward culture, purpose and strategy.

In 2024, we continued to develop Edge, our enterprise-wide learning offering, in several ways:

- Further enhanced Create, our People Leader effectiveness program, with segmentation based on leadership level and enhancements to the New People Leader Experience.
- Added business facilitators to our Create sessions, giving attendees the opportunity to hear directly from business leaders.
- Provided People Leaders with bite-sized learning on power skills.
- Featured the BigThink+ platform in development sessions to provide learning modules featuring influential speakers.
- Expanded our presence on the internal People Leader Teams channel, providing leaders with a centralized place to find resources and links to offerings.
- Built on our Highly Effective Teams program, with a total of 773 leaders participating in 49 live workshops and 38 custom team workshops.
- Designed and relaunched our signature development programs, Elevate and Propel, to enable leaders to execute on the S&P Global Strategic Pillars.

Leadership Development Programs

Leadership Segment		Program Description	2024 Highlights
People Leaders	Senior Leaders	Propel Propel is an experiential development journey built to enable transformative leadership for our future executive leaders. Propel aims to shift participant mindsets from business silos to an integrated whole, to foster a deeper connection to purpose, activate values-based behaviors and enhance customer-centricity.	29 senior-level leaders engaged in “immersions” to gain leadership insights from local businesses, community leaders and customers in this 10-month experience.
		Sponsorship Program The Sponsorship Program aims to create a talent pipeline for Senior Vice President roles and above.	This two-year program for 17 executives included 360-degree feedback, sponsor check-ins and tailored development plans.
	Mid-Level Leaders	Cajetan Executive Coaching The Cajetan Executive Sponsorship for leaders aims to harness the power of cohort-based learning.	40 senior leaders experienced this six-month, cohort-based learning program via master classes, executive roundtables and 1:1 coaching.
		Elevate Elevate is a selection-based cohort of high-impact mid-level leaders focused on advancing our culture and strategy and developing our leadership pipeline. Elevate aims to develop more global-minded leaders who are change-ready and future-focused and will build bench strength across the enterprise and support internal mobility efforts.	This virtual cohort program included 97 mid-level leaders focused on developing leadership skills, leading change and delivering across the enterprise.
		PILOT Coaching The PILOT Coaching Program delivers virtual career/leadership development through a structured program of individual reflection, manager feedback and live group coaching sessions.	205 emerging leaders engaged in individual reflection, manager feedback and group coaching through this six-month virtual program.
	Create Create aims to develop People Leaders who enable our culture and are able to lead others for the future of work. Create also serves as a support mechanism for People Leaders during challenging times.		4,723 participants engaged in 153 workshops designed to develop consistent foundational capabilities and provide support for challenges in uncertain times.

In-House Consultancy Supports Change Leadership

To continue to accelerate progress in a fast-changing environment, S&P Global launched Delta Change Leadership (aka Change Advisory) in 2023. This internal consultancy supports People Leaders in enhancing their change leadership skills, offering live sessions and a change playbook for them to use. The group also works with teams throughout the organization to help them create change plans.

Supporting Our Leaders in AI Transformation

As part of our strategy to adopt AI at scale across our global workforce, we introduced custom programming for S&P Global's top executives and People Leaders. The learning paths are part of the Spark AI Academy, launched in September. Executives had the opportunity to participate in a three-hour immersive bootcamp with learning paths on Setting the Foundation, Leading in the AI World and Making It Real: Use Cases.

Leaders can also take advantage of our new GenAI Team Toolkit, which explores the power of GenAI tools and the environment that supports learning, experimentation and easy use of the technology.

Learn more about how we're infusing AI into our culture and skillsets in the EssentialTECH and EssentialINNOVATION subsection, right column.

Virtual Leadership Program Creates Connections

Participants in our virtual Elevate leadership program, our selection-based program for high-impact mid-level leaders, had the opportunity to strengthen their relationships as we experimented with new ways to engage. Those located near one another met in person, while others connected through video meetings and digital chats. In these ways, participants were able to deepen their experience in the virtual program while increasing their collaboration and productivity.

EssentialTECH and EssentialINNOVATION

Our EssentialTECH and EssentialINNOVATION teams bring opportunities for all colleagues to build the skills, capabilities and mindsets to address the business and career development needs of today and tomorrow. As part of S&P Global's comprehensive strategy to adopt artificial intelligence (AI) at scale, we are building a culture where all people, roles and teams have the opportunity and responsibility to innovate with the technology.

In 2024, we leaned into social and experiential learning around AI, along with our core learning areas – Agile, Automation, DevOps, Cloud, Data Science, Cyber Security and Innovation. We focused on AI and GenAI learning activities targeting priority skills development for technical roles, as well as learning for employees at every role and level. Team members experimented and innovated through the use of S&P Global's Spark Assist GenAI platform for all colleagues, and SparkAIR, a similar tool available to S&P Global Ratings colleagues. Forty-eight percent of our people were active users (reporting that they had used the tools within the prior 14 days), as of year-end.

As a key initiative, we collaborated with Accenture to develop the Spark AI Academy and introduced it to all our people beginning in September. The Spark AI Academy underscores our commitment to innovation and empowering everyone at S&P Global, with learning paths designed for People Leaders and executives, along with a mandatory path for our entire global workforce. Colleagues learn about GenAI fundamentals, the practical skills of prompt authoring and how S&P Global is leveraging GenAI capabilities. Read more about how we promote our people's future-readiness in [Challenging Interns to Innovate With GenAI](#) and in the [Supporting Our Leaders in AI Transformation](#) box, left column.

In addition, we continued to create space for colleagues to find innovative solutions to real business needs through targeted initiatives:

- Supported 100% of our colleagues through **EssentialTECH learning programs**.
- Engaged 40% of our people in 116 activities via the **S&P Global Innovation Platform**.
- Hosted the fourth annual, cross-enterprise **Spark Tech & Data Expo**, with the general theme of "Sparking AI Awareness and Innovation."
- Provided opportunities to learn about the importance of patenting, identify patentable ideas and access assistance with the patent process through the **S&P Global Patent Program**.



257,726
tech training hours*



1,708
external tech hires



1,346
technology employees who moved into
new technology roles



301,491
tech training course completions



1,470
internal tech hires



86
nontechnology employees in all divisions
who moved into technology roles

* All tech training metrics exclude automotiveMastermind, CARFAX and Kensho, as well as nonpermanent employees.

Developing Application Skills, Solving Real Business Challenges

S&P Global Innovation is a cross-divisional platform to house innovation and technology initiatives, including:

- **The GenAI Belt certification program:** A structured “level up” process designed to empower colleagues through hands-on projects and peer mentorship. Participants earn badges as they progress through Yellow (foundational skills), Green (intermediate skills) and Black (advanced) levels. Learn more in the box, Creating Business Solutions Through GenAI Belt Program, right column.
- **Power Prompting workshops:** Designed to teach team members the basics of prompt authoring and how to use Spark Assist.
- **Spark Assist and SparkAIR:** Our in-house GenAI tools provide colleagues with a playground for innovation, including the ability to conduct customer and market research, generate code and perform sentiment analysis quickly and accurately.
- **Hackathons:** Opportunities for people to collaborate and compete to solve a business challenge.
- **Gig and mentorship programs:** A marketplace that connects expertise to where it is needed, giving employees the opportunity to develop their capabilities and deliver real business value.

Creating Business Solutions Through GenAI Belt Program

Our new GenAI Belt program creates business value by combining formal and experiential learning through projects such as the following:

- **Automating Corporate Data Updates (Black Belt):** The goal was to refresh data for 70,000 companies and expand their business descriptions. Through close collaboration with technology, the team achieved a soft go-live in just five months, transitioning from manual processes to integrating Spark Assist into the Pathfinder workflow tool to handle pre-processing activities.
- **Generating SQL Queries (Yellow Belt):** The team developed a tool that transforms database-related business requirements into structured query language (SQL) queries using advanced natural language processing. For example, for a requirement to create an application programming interface (API) to return the company ID, company name and company address from a business database, the tool can quickly generate a query to retrieve data for those three columns. Users can generate complex queries effortlessly, saving time and costs, while enhancing data analysis efficiency.

Performance Management

S&P Global's award-winning Thrive performance management system is designed to cultivate meaningful conversations year-round, personalize career opportunities and accelerate performance. We continued to embed this simpler, more flexible and continuous performance experience into our culture and processes in 2024.

After successfully launching the Thrive full-year performance story (FYPS) in January ahead of annual compensation planning, we expanded the program to encourage our people to put themselves forward for promotion. In January, every colleague submits their performance story, allowing them to reflect on the past performance year by summarizing their achievements and impact on business results based on performance notes and discussions, as well as stakeholder insights that they have actively sought. People leaders then add their comments to the FYPS. If team members want to be considered for promotion based on their progression and performance, they can submit their promotion story during any of a few specified times throughout the year. FYPS stories help People Leaders make salary increase, bonus and, if applicable, stock-equity recommendations, without the use of performance ratings.

The FYPS process has been well-received, giving our people a greater sense of control in their career progression and development path. VIBE Annual Survey data also reflects that colleagues continue to feel supported by their leaders.

Turnover Rate

In line with industry averages, S&P Global's turnover rate remained largely flat in 2024, with total global turnover at 11.1% (compared to 11.9% in 2023) and global voluntary employee turnover at 7.6% (compared to 7.2% in 2023). We continue to listen to our people, to understand and respond to their needs in efforts to retain our talent.

See data for the years 2023-2024 in the [Appendix](#).

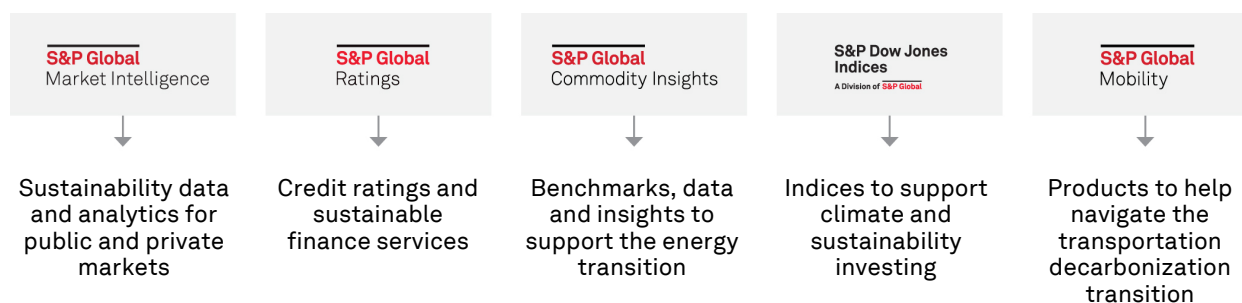
Sustainability Products and Data

Amidst new regulations and evolving market needs, companies, investors and other stakeholders want reliable and comparable data and insights to inform their decisions and help them successfully navigate their sustainability journeys. S&P Global's solutions help our customers identify prospects for growth, manage risks, address regulations and enhance their sustainability performance against their objectives.

S&P Global's data insights provide both the big picture and deep, detailed views on critical topics such as climate change, nature and biodiversity risk, energy transition and sustainable finance. This section provides select examples on how we continue to innovate in response to customer needs in these and other areas.

Combining Divisional Strengths

S&P Global's sustainability solutions leverage unique assets and capabilities. Our comprehensive coverage across global markets, combined with in-depth sustainability intelligence, provides clients with expansive insight on business risk, opportunity and impact.



In 2024, Sustainable1 was integrated into the S&P Global Commodity Insights division. This brought together the company's energy transition and sustainability assets, enabling us to deliver the full strength of our products and services to customers.

S&P Global's sustainability data and solutions serve a broad range of customers:

>> Academia

>> Commercial Banking

>> Corporations

>> Government & Regulatory Agencies

>> Insurance

>> Investment Banking

>> Investment Management

>> Private Equity

11%

Vitality Index*

\$305M

total R&D spend**

* Revenue from new or enhanced products, as a percentage of GAAP revenue.

** Excludes CRISIL.

About Sustainable1

S&P Global Sustainable1 matches customers with the sustainability products, insights and solutions from across S&P Global's divisions to help meet their unique needs. Our comprehensive coverage across global markets combined with in-depth sustainability intelligence provides financial institutions, corporations and governments with expansive insight on business risk, opportunity and impact.

Sustainable1's data and analytics engine forms the backbone of many of our sustainability solutions across the divisions. Our environmental data measures impact across key dimensions and covers more than 4.5 million companies, including private companies. This data can be used to assess performance, quantify environmental impacts and costs, and manage risk, as well as to conduct peer and portfolio analysis from a climate and environmental perspective.

\$359M

energy transition and sustainability revenue*

19%

year-over-year increase

* Revenue generated from evaluations, scores, physical risk analysis, and global climate and energy transition data and analytics.

Sustainability Research & Insights

S&P Global's sustainability offerings are augmented by a full spectrum of thought leadership drawing on our extensive data and the unmatched expertise and insight of our people. This includes research reports and articles, events and podcasts – all of it exploring the impact of environmental change on countries, industries, companies and individuals. To access our latest insights, visit our [website](#).

Enabling Insights Through Sustainability Data, Disclosure and Business Involvement Screens

S&P Global provides comprehensive data on a range of sustainability risks, opportunities and impacts, informed by a combination of company disclosures, media and stakeholder analysis, modeling approaches and in-depth company engagement via the Corporate Sustainability Assessment (CSA). The CSA research process is a core input to our sustainability data offering and powers the S&P Global ESG Scores. By completing the CSA, companies benefit from its comprehensive, industry-specific design, gaining insight into the priorities of investors, regulators, employees and other stakeholders, and identifying opportunities to inform their sustainability strategies. The CSA is also cross-mapped to regulatory and other disclosure frameworks, helping companies meet reporting obligations.

We provide access to the underlying sustainability data points to meet clients' varied needs. Given the granularity of our offering, ESG Raw Data users can change factors and weights based on their own priorities. This enables a wide range of workflows, including customization of scoring-related analytics, thematic analysis of portfolios, development of alternative peer groups and more.

Business Involvement Screens identify companies' direct and indirect revenue exposure to specific products and services, designed to help investors construct or assess portfolios based on exposures to specific business activities aligned or misaligned with their investing goals. Asset managers can run more sophisticated investment screens, banks can incorporate this data into risk evaluation, corporations can research and set operational targets against their peers, and much more, in ways that meet their own specific use cases.

The comprehensiveness of our sustainability datasets, covering thousands of companies and multiple years, is also well-suited to AI use cases, allowing customers to surface new insights and make connections beyond the reach of traditional data analysis.

For more information, please see our [website](#).

2024 CSA Participation

13,500+

companies invited

3,500+

companies participated

Energy Transition

The global energy system is experiencing a profound transformation. Our expertise in price reporting, technology, finance, automotive, chemicals and more equip our customers with the tools necessary to navigate toward a low-carbon energy future with confidence. Our solutions cut across several areas, including environmental markets, emissions management, and clean energy technology and investments.

Navigating the Energy Transition With Power Evaluator

The power sector is undergoing a transformation driven by climate change, public policy and regulations, new technologies, changing demand patterns and more. As a result, investors, developers and power producers face the challenge of accurately valuing existing and planned power plant assets and making informed decisions in a dynamic market.

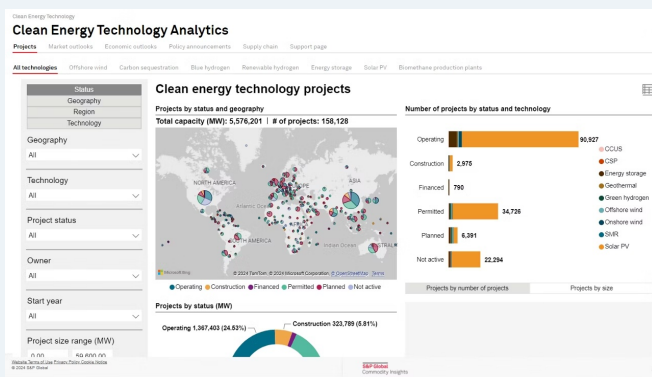
To address these challenges, S&P Global Commodity Insights and Market Intelligence partnered to create **Power Evaluator**, a cutting-edge valuation suite that delivers deep insight into the true value of asset investments in the power sector. Power Evaluator gives clients the ability to examine, simulate and track the power landscape from a macro and micro view. Powered by data from across S&P Global, including power plant asset data, Sustainable1 physical and climate risk datasets, and ownership data, the tool allows clients to assess and quantify the value of power projects through:

- Multiple price-forecast scenarios;
- Machine-learning-powered nodal forecasting capabilities;
- Adjustable operational, financial and tax assumptions for each asset; and
- Quantifiable physical risks and weather metrics.

In 2024, the platform was enhanced with the addition of **Asset Builder**, which seamlessly integrates weather data, forecasting information and nodal pricing within a sophisticated tool tailored to deliver accurate projections of future project value. With the ability to modify financing metrics and locations, conduct sensitivity analyses and rapidly evaluate potential value at a vast number of locations, Asset Builder assesses the viability of power projects at scale and with lightning speed.



Understanding the Technologies and Markets Shaping the Energy Transition



Governments and market players across the globe are exploring clean technologies to achieve a low-carbon future.

Developed by S&P Global Commodity Insights, the Clean Energy Technology Market Insights CSM+ package provides extensive coverage of clean energy technologies, supply chains and procurement solutions to provide the complete perspective on a decarbonized energy mix, from generation to end-use. This comprehensive information helps clients understand technology development trends, make investment decisions and assess different solutions to source clean energy across geographies.

Companies need to identify and execute strategies involving mainstream and emerging clean energy technologies that can accelerate emissions reduction. Clean Energy Technology Market Insights offers in-depth, granular and actionable insights for solar photovoltaics (PV), wind (onshore and offshore), batteries and energy storage, hydrogen and renewable gas, carbon sequestration and other clean technologies.

We support clients to:

- Anticipate market and technology turning points;
- Assess effects of policy and regulatory changes;
- Understand supply chain trends and market dynamics;
- Forecast technology deployment and component pricing;
- Understand market fundamentals, drivers and challenges;
- Support strategic planning and market entry;
- Track competitor strategies and stakeholder landscape;
- Keep track of individual projects;
- Identify and compare revenue streams; and
- Assess different solutions to procure clean energy across geographies, through power purchase agreement outlooks and market insights.

In addition, the Market Insights packages offer news, market commentary, price rationale and price assessments covering hydrogen, low-carbon ammonia, methane performance certificates, environmental certificates, renewable capture prices, Power Purchase Agreements and Photovoltaic modules with 45-day history. An integrated visualization dashboard facilitates workflows for users interested in comparing data across clean energy technologies.

This unique solution supports strategic planning and helps businesses navigate the complexities of the energy transition.

Journey to Net-Zero

Net-zero and carbon neutral commitments are in focus as companies, financial institutions and countries pledge to reduce emissions as much as possible and offset the rest. Our unparalleled data and insight is tried-and-tested throughout the global value chain, helping companies, banks, investment managers and asset owners to navigate their net-zero journeys, from quantifying baselines and setting targets to reporting progress and financing ambition. Key offerings include comprehensive greenhouse gas accounting, climate portfolio analytics, a broad range of climate-focused indices, science-based target setting and more.

Assessing the Credibility of Climate Transition Plans

Companies and financial institutions face increasing pressure to demonstrate their commitment to a low-carbon, climate-resilient future, while investors and stakeholders expect transparency and robust transition plans to mitigate climate risk and align with global climate goals.

In 2024, S&P Global Ratings launched the Climate Transition Assessment (CTA), a qualitative opinion on where a company is on its current transition journey and where we expect it to head in the future, based on an assessment of planned transition activities and implementation drivers.

The CTA outcome is a single Future Shade, based on the award-winning Shades of Green approach, which shows the expected alignment of a company's activities with a low-carbon, climate-resilient future (and alignment with the Paris Agreement), based on the feasible transition timeline for the company's sector and its own transition plan and commitments. The CTA can help companies demonstrate the extent of their transition readiness to obtain sustainability or transition financing, attain green designations from certain stock exchanges and communicate the credibility of their transition plans to investors.

For additional details, including publicly accessible examples of CTA reports, visit the [Climate Transition Assessment](#) page on our website.

Understanding the Financial Consequences of Climate Hazards

Physical climate risk can be acute (driven by an event such as a flood or storm) or chronic (arising from longer-term shifts in climate patterns). Climate hazards present increasing financial risks including damage to assets, interruption of operations and disruption to supply chains. **S&P Global Physical Climate Risk data intelligence** is built on our latest-generation climate risk models, geospatial data, ownership mapping and vulnerability pathways, enhancing environmental risk management and providing a comprehensive physical climate risk assessment.

Our solution includes consistent global coverage of 10 key hazards, from extreme heat and flooding to wildfire and drought. We recently launched our Landslide Risk model as part of efforts to help clients assess physical risks as prescribed by the EU Taxonomy. Based on detailed hazard data, we support assessment of financial impact for four climate scenarios through the year 2100. Our financial impact assessments cover more than 20,000 publicly listed companies representing over 98% of global market capitalization. We also provide climate risk analysis for 201 countries and over 1,200 subnationals, as well as nearly 50,000 general obligation municipal bond issues in the U.S.

Through the Climonomics platform, our clients have also used our climate risk analysis to assess and manage physical risks of their global operational assets or mortgage portfolios, as well as formulate climate resilience strategies. We have also begun to integrate adaptation measures in our climate risk modeling. By incorporating measures ranging from flood walls and cool roofs to impact-resistant glass windows and rainwater harvesting, we enable more precise estimation of risk for real estate properties with such characteristics.

For case studies on how companies are using our solutions, see our [website](#).

S&P Global Sustainable1 Partners With PCAF

In early 2024, S&P Global Sustainable1 became a Principal Founding Data Partner to the Partnership for Carbon Accounting Financials (PCAF), a global partnership of financial institutions that work together to develop and implement a harmonized approach to assess and disclose greenhouse gas emissions associated with loans and investments.

As financial institutions increasingly look to report financed emissions, one of the greatest challenges is the scarcity of high-quality and standardized data. In recognition of this critical data gap in climate reporting, PCAF and S&P Global Sustainable1 have partnered to help increase transparency and comparability of emissions data disclosure across the international financial system.

The PCAF Standard, now widely adopted by financial institutions worldwide, is a cornerstone of the sector's decarbonization process. PCAF continues to develop robust methodologies for greenhouse gas accounting across different sectors and asset classes to support financial institutions in this effort. Through this partnership, S&P Global Sustainable1 will support PCAF through its diverse set of sustainability data, research and analytics.

Enhancing Automotive Industry Carbon Accounting

Reliable and consistent carbon accounting information is an important component in an automotive stakeholder's decarbonization journey. S&P Global Mobility provides carbon accounting datasets covering the full value chain, including the upstream supply chain and vehicle use phase (Scope 3, Category 11), enabling in-depth benchmarking, target tracking, competitive analysis and self-reporting.

Use-phase emissions currently comprise approximately 80% of the carbon profile of a traditional automaker (i.e., one producing internal combustion engines). Reducing these emissions is thus a key goal for many automakers, and with increasing regulations in many markets, failing to do so can pose a significant financial risk. Our Carbon Accounting Downstream solution offers comprehensive datasets of global car manufacturers and vehicle models' lifecycle carbon emissions, including during the use phase. With this data, users can visualize individual manufacturers' aggregated product use-phase carbon metrics and compare vehicle-specific well-to-wheel carbon emissions or decarbonization trends, for selected regions or globally.

Upstream emissions are also a growing priority for the industry, especially as the market share of electric vehicles has grown. In contrast to a traditional automaker, a pure electric manufacturer's profile consists primarily of upstream emissions (Scope 3, Category 1). Also, upstream emissions are often beyond a company's ability to control or influence, increasing the need for reliable data and insight. As stakeholders seek to better understand industry and company performance, there is a need to move beyond simple emissions factors that do not capture the nuances of individual manufacturers' supply chains. Using S&P Global's detailed Vehicle Production and Powertrain datasets and modeling capabilities, we offer unparalleled insights covering production locations, materials and more, as well as granular analysis to the vehicle-specific level.

Nature Positive

The speed and scale of biodiversity loss and ecosystem degradation are the highest in history. According to S&P Global research, 85% of the world's largest companies have a significant dependency on nature, indicating the critical importance of greater transparency for market participants on nature-related risks and opportunities. Businesses and financial institutions need help gaining the knowledge, capacity, data and deep analytics to understand, manage and disclose the nature-related risks they face. To support them, S&P Global provides tools to identify and evaluate nature-related impacts and dependencies at the asset, company and portfolio level, and to enable setting strategies and reporting in alignment with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD).

Understanding Impacts and Dependencies for Real Assets

In November 2024, S&P Global launched the [Nature & Biodiversity Risk application](#), enabling corporations and financial institutions to assess the impact and dependencies on nature of their operating or investment assets. Aligned with the TNFD LEAP approach (Locate, Evaluate, Assess and Prepare), this solution provides decision-grade outputs for more than 130 impact metrics and dependency analysis on 21 ecosystem services ranging from pollination to erosion control. Hosted within our Climanomics Climate Risk Analytics platform, our solution enables companies and financial institutions to manage and mitigate both the impacts on nature and biodiversity and the climate risk of their operations or investments in a holistic manner.

Helping a Financial Institution Underscore Its Nature-Related Stance

Amid financial markets' growing interest in nature and biodiversity risk, an Asia-based financial institution sought to assess the nature-related impacts and dependencies of its operations and investment assets, and to be the first in its home country to publish a report in line with TNFD recommendations. The financial institution partnered with S&P Global Sustainable1, which helped design a process drawing on the [S&P Global Nature & Biodiversity Risk data](#) solution. The process entailed a four-step approach:

1. Evaluating the ecosystem footprint
2. Determining the ecosystem significance
3. Creating a dependency score
4. Helping to prepare the TNFD report

Sustainable1 collaborated with the company's risk management team to collect essential data that covered both its own operational assets, plus the assets it was financing. We then leveraged the Nature & Biodiversity dataset to evaluate the nature-related impacts and dependencies of these assets, and aggregated the results to the portfolio level. The assessment covered 159 major asset and operating sites across industries within the financial institution's home market.

To read more, access the [full case study](#) on our website.

Sustainable Finance

In a world where investments that use sustainable criteria are measured in the trillions of dollars, insight into sustainable finance is a requirement for all market participants. S&P Global's purpose-built data, benchmarks, analytics and workflow solutions enable customers to gain greater insight into how their investments will impact and align with global climate and sustainability goals.

Supporting Portfolio Construction and Allocation Strategies

S&P Dow Jones Indices (S&P DJI) has been a pioneer in ESG and sustainable indexing for over 20 years, starting with the 1999 launch of the Dow Jones Sustainability World Index. Over the following decades, S&P DJI has leveraged sustainability data to deliver an extensive range of ESG indices.

Led by what is now known as the S&P Scored & Screened Index Series, our flagship family of indices leverages the strength, liquidity and power of the S&P 500 while also incorporating meaningful ESG factors. As a result, the Scored & Screened series has shifted the perception of ESG indices from mere reporting tools to integral components of sustainable, core portfolio construction and allocation strategies.

Intentionally broad, the S&P 500 Scored & Screened Index includes over 300 companies from the parent S&P 500 Index and seeks to reflect many of the attributes of the S&P 500 itself to offer benchmark-like performance, while providing an improved ESG profile. The characteristics of the S&P 500 Scored & Screened Index that have appealed to investors include:

- The easy-to-understand and transparent methodology behind the index.
- The index's historically similar risk-adjusted performance profile to the S&P 500.
- Improved ESG characteristics when compared with the S&P 500.

The broad ecosystem surrounding the S&P 500 Scored & Screened Index serves as a foundation for various financial products, including exchange-traded funds (ETFs), exchange-traded derivatives (ETDs), mutual funds, insurance products and structured products. ETDs encompass futures contracts, such as the E-mini S&P 500 Scored & Screened Index Futures offered by CME, as well as options contracts, such as options on the S&P 500 Scored & Screened Index offered by Cboe. This ecosystem provides traders with meaningful market liquidity, which bolsters the index's position as the most liquid sustainability index for U.S. equities. The ecosystem of ETFs and ETDs provides investors with a range of advantages, including increased liquidity, diversification benefits, risk management options and trading flexibility.

In 2024, S&P DJI also launched a suite of iBoxx SRI Screened and ESG indices to meet the growing market demand in fixed income.

Index Solutions (billion USD)	Monetary Value 2022	Monetary Value 2023	Monetary Value 2024
Climate Indices AUM*	4	7	12
Thematic Indices AUM	18	14	13
Fixed Income ESG Indices AUM	4	4	5
Core ESG Indices AUM	11	16	38
Total Sustainability-Focused Indices AUM	38	42	68
Total Indices AUM	2,601	3,303	4,389

* AUM = passive ETF assets under management licensing SPDJI indices.

Totals may not sum due to rounding.

Sources: S&P Dow Jones Indices client-reported data, eVestment and Morningstar Inc. Asset values as of December 31, 2024. Table is provided for illustrative purposes.

Providing External Reviews Under the European Green Bond Regulation

S&P Global Ratings is a leading global provider of Second Party Opinions (SPOs), which offer a point-in-time analysis of a sustainable finance instrument, program or framework. Our SPOs, backed by the award-winning Shades of Green approach, provide additional transparency to investors who seek to understand and act upon potential contribution to a sustainable future. Our offerings include analytical approaches for assessing use of proceeds financing for green, social and sustainability projects and sustainability-linked general corporate purpose financing.

In December 2023, the EU's European Green Bond Regulation (EuGBR) entered into force, establishing a new voluntary standard to improve consistency and comparability in the green bond market, and requiring pre- and post-issuance external reviews to ensure compliance with the Regulation and alignment with the criteria of the EU Taxonomy. In October 2024, S&P Global Ratings published details of its analytical approach for providing each type of review under the EuGBR, including:

- **Pre-issuance review:** Opinion on whether the issuer's pre-issuance EuGB factsheet is complete and aligns with the requirements of the EuGBR.
- **Post-issuance review:** Opinion on whether the issuer has allocated the proceeds in line with the EuGBR's requirements, and whether the issuer's allocation of proceeds is in line with the intended pre-issuance allocation.
- **Impact report review:** Opinion on whether the issuance aligns with the issuer's broader environmental strategy, as well as the indicated environmental impact of the bond's proceeds. According to the EuGBR, an impact report review is optional and not required for alignment.

As part of our review, we apply our Shades of Green Assessment approach, which represents our qualitative opinion of how consistent an economic activity or financial investment is with a low-carbon, climate-resilient future.

S&P Global Ratings Europe formally notified the European Securities and Markets Authority (ESMA) under Article 69 of the EuGBR of its intent to provide services as an external reviewer during the transition period starting December 21, 2024, and is listed on ESMA's website.

For more information, see our full [analytical approach](#) on our website.

Supporting Innovative Uses of Data to Advance Sustainability

In addition to offering a wide variety of sustainability-oriented products and data to the broader market, we work closely with clients to develop tailored solutions leveraging the full range of S&P Global's data and insights to address specific challenges and use cases. In 2024, we supported several unique projects, including:

- **Engineering Capacity Index.** S&P Global built a multilevel index to assess the capacity across the world to design, deliver and maintain large engineering projects. The new index covers 115 geographies worldwide and aims to be a public resource helping professionals, government and the engineering industries identify how their countries – especially developing countries – can improve their engineering capacity to improve safety and reduce harm from unsafe practices. The index was found to have a 90% correlation with our Engineering Safety and Quality measure of safe engineering outcomes and a 77% correlation with the independently constructed UN Sustainability Index. While correlation is not causation, the index provides a benchmark and lays the groundwork for exploring how working together to build engineering capacity can help geographies move towards achieving the 17 UN Sustainable Development Goals.
- **Enhancing Environmental Footprint Analysis with Trade Data Analytics.** A European government body is leveraging Global Trade Analytics Suite (GTAS) trade data to monitor fresh and frozen food imports and better understand their relative environmental impact for the region. With trade data from 200-plus countries covering 98% of global trade, this product suite enables visibility of global movement of goods, products and materials by total traded value, volume and unit value on a monthly basis, helping users observe trade pattern changes, identify new markets and benchmark the competitive landscape.
- **Cost Versus Carbon.** The Global Pricing & Purchasing service from S&P Global Market Intelligence supports forward-looking global cost calculation and global pricing strategy, enabling effective buying negotiations and strategic material purchases. Through expanded coverage of green commodities such as renewable energy, green metals, recycled plastics and packaging, and critical minerals, the service enables procurement and financial planners in manufacturing industries to compare carbon intensity across different items and locations, and to assess the cost-effectiveness of utilizing green commodities to lower emissions associated with their manufacturing processes.

Appendix

This section includes:

[Consolidated Data Tables](#)

[GRI Content Index](#)

[SASB Standards Index](#)

Consolidated Data Tables

Data is presented by topic following the order of the Table of Contents of this report. A dash (–) in a data table indicates data that is not reported.

Policy Influence and Transparent Engagement

Trade Association or Tax-Exempt Group Dues in Excess of \$25,000
American Chamber of Commerce to the European Union (AmCham EU)
American International Auto Dealer Association
Consumer Data Industry Association (CDIA)
Council on Foreign Relations (CFR)
Eurofi
Institute of International Finance (IIF)
International Capital Market Association (ICMA)
National Independent Automobile Dealers Association
The Ripon Society
U.S. Chamber of Commerce
US-Asean Business Council Inc.

Community and Economic Impact

Community Investment	2022	2023	2024
S&P Global corporate contributions	\$2.0M	\$2.7M	\$2.2M (-18%)
S&P Global Foundation giving	\$11.5M	\$10.6M	\$11.9M (+12%)
Matched employee contributions ⁹	\$4.0M	\$4.7M	\$5.8M (+23%)

Employee Engagement ¹⁰	2022	2023	2024
Total number of volunteers	1,926	3,973	9,176 (+131%)
Total volunteer hours	19,520	30,525	69,936 (+129%)
Number of cities globally	59	76	90 (+18%)
Number of countries	27	31	36 (+16%)
Number of nonprofits supported through volunteerism	221	529	740 (+40%)

⁹ Excludes CRISIL.

¹⁰ Excludes CRISIL.

Culture and Engagement¹¹

Global Gender Representation – Year Over Year¹²

	2023		2024	
	Female (%)	Male (%)	Female (%)	Male (%)
Global	38.6	61.4	38.9	61.1
Senior management	31.7	68.3	36.1	63.9
Junior management	32.6	67.4	33.3	66.7
Management	31.7	68.3	32.3	67.7
Revenue-generating functions	40.3	59.7	41.2	58.8
STEM Roles ¹³	32.0	68.0	33.7	66.3

U.S. Ethnicity % – Year Over Year^{14,15}

	2023			2024		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
White	37.4	62.6	53.5	37.4	62.6	52.1
Asian	40.9	59.1	19.4	41.3	58.7	20.1
Hispanic/Latinx	43.2	56.8	5.8	42.0	58.0	6.0
Black	47.2	52.8	5.3	47.2	52.8	6.0
Two or more races	41.8	58.2	2.2	39.8	60.2	2.3
Native American or Alaskan Native	28.6	71.4	0.3	28.0	72.0	0.3
Other	37.5	62.5	—	50.0	50.0	0.1
Not specified	32.0	68.0	13.2	33.8	66.2	13.2

¹¹ Totals presented may not sum due to rounding.

¹² Global demographics data includes all of S&P Global excluding CARFAX, CRISIL, OSTTRA and Taiwan Ratings Corp.

¹³ STEM includes roles within the Analytics, Finance, Information Tech, Ratings, Research job families.

¹⁴ Data reflects self-identified ethnicity for U.S. employees as of December 31, 2024.

¹⁵ "Other" includes other, two or more races, and Native American.

Employees by Country¹⁶

Employees by Country			
Argentina	280	Luxembourg	1
Australia	254	Malaysia	781
Austria	6	Mexico	394
Barbados	2	Netherlands	112
Belgium	8	Norway	18
Brazil	248	Pakistan	1,487
Canada	1,322	Philippines	1,244
China	551	Poland	511
Colombia	49	Qatar	3
Denmark	6	Romania	123
France	324	Saudi Arabia	13
Germany	418	Singapore	657
Hong Kong	292	South Africa	196
India	19,211	Spain	152
Indonesia	5	Sweden	282
Ireland	86	Switzerland	119
Israel	78	Taiwan	7
Italy	94	Thailand	16
Japan	323	United Arab Emirates	210
Kazakhstan	7	United Kingdom	3,418
Korea, Republic of	70	United States of America	9,998

Employee Health, Safety and Wellbeing¹⁷

	2022	2023	2024
Fatalities	0	0	0
Major injuries and work-related illnesses	0	0	1
All other injuries and work-related illnesses	0	2	7
Total Recordable Incident Rate (TRIR) ¹⁸	0	0	0
Accident severity rate	0	0	0
Occupational disease rate	0	0	0

¹⁶ Excludes CRISIL and Taiwan Ratings Corp.

¹⁷ All of S&P Global excluding CARFAX and CRISIL.

¹⁸ The total reportable incident rate (TRIR) is a measure that encompasses all fatalities, lost-time injuries, cases restricted for work, cases of substitute work due to injury and medical treatment cases by medical professionals.

Energy and Climate Change

Energy	Units	2021	2022	2023	2024
Total Energy	MWh	25,756	61,589	50,890	50,334
Energy Cost	USD	2,739,139	7,460,119	7,904,265	7,480,527
Total Renewable Energy	MWh	5,269	5,639	10,335	29,135
Renewable Energy Percentage	Percent	20.5	9.2	21.8	57.9

Emissions	Units	2021	2022	2023	2024
Scope 1 GHG Emissions	tCO ₂ e	802	3,717	1,983	2,268
Scope 2 GHG Emissions (location-based)	tCO ₂ e	12,420	22,786	24,130	25,878
Scope 2 GHG Emissions (market-based)	tCO ₂ e	12,326	23,191	17,505	8,239
Scope 3 GHG Emissions ¹⁹	tCO ₂ e	200,852	301,160	346,297	447,142
Total GHG Emissions: Scopes 1-3 (market-based) ²⁰	tCO ₂ e	213,980	328,068	365,785	457,649
1. Purchased Goods and Services	tCO ₂ e	179,110	254,090	267,444	340,987
2. Capital Goods	tCO ₂ e	12,029	7,657	11,430	23,037
3. Fuel- and Energy-Related Activities	tCO ₂ e	3,444	6,339	6,427	9,412
5. Waste Generated in Operations	tCO ₂ e	52	151	72	80
6. Business Travel	tCO ₂ e	2,144	27,702	51,255	58,699
7. Employee Commuting	tCO ₂ e	2,880	4,532	8,340	12,536
8. Upstream Leased Assets	tCO ₂ e	1,142	267	1,012	1,201
12. End-of-Life Treatment of Sold Products	tCO ₂ e	—	—	22	—
13. Downstream Leased Assets	tCO ₂ e	51	381	285	1,035
15. Investments	tCO ₂ e	—	41	10	155
Emissions per employee: Scope 1 and 2 (market-based)	tCO ₂ e/FTE	0.57	0.67	0.48	0.25
Emissions per unit of revenue: Scope 1 and 2 (market-based)	tCO ₂ e/\$M	1.58	2.41	1.56	0.74
Scope 1 emissions per square foot	tCO ₂ e/M sq. ft.	194	782	417	466
Scope 2 emissions per square foot (market-based)	tCO ₂ e/M sq. ft.	2,540	4,879	3,683	1,693
Coverage – Offices		91	113	109	99
Coverage – Countries		32	44	43	43

¹⁹ Prior-year amounts in relation to Category 4 and associated metrics in this table have been revised in accordance with the company's updated GHG emissions methodology.

²⁰ 2019 baseline: Scope 1: 980 tCO₂e/M sq. ft.; Scope 2: 5,571 tCO₂e/M sq. ft.; Scope 3, Category 6: 65,600 tCO₂e.

Nature and Biodiversity

Nature	Units	2023	2024
Offices That Overlap with Protected Areas or Key Biodiversity Areas	Offices	3	2
Company Impact Ratio	0-1	0.08	0.08

Water and Waste ²¹	Units	2021	2022	2023	2024
Water Consumption	Thousand Gallons	10,459	42,391	18,037	30,394
Recycling	Short Tons	87	320	261	564
Recycling Percentage	Percent	43	51	69	77
Composting	Short Tons	1	—	—	1
Waste to Landfill	Short Tons	119	308	118	167
Waste-to-Landfill Percentage	Percent	57	49	31	23
Total Amount of E-waste	Short Tons			85	108
Office Paper Purchased	Short Tons	6	9	47	17

Talent Attraction and Development

Learning and Development ²²	2022	2023	2024
Learning and development spend (\$M)	20.3	21.9	23.6
Number of completed training courses	889,973	631,962	459,912
Number of learning hours	714,854	529,697	955,827
Employees receiving tuition reimbursement	452	923	1,553
Tuition refunds for employees (\$M)	3.1	5.1	4.8
Average hours training and development per full-time employee	21	14	23
Average amount spent on training and development per full-time employee (\$)	593	529	562

Global Career Coaching	2022	2023	2024
Employees participating in Global Career Coaching	947	1,559	1,081
Coaching sessions	2,105	2,578	2,077
Total coaching hours	1,328	1,555	1,299

Global Turnover Rate ²³	2022	2023	2024
Total employee turnover rate (%)	17.1	11.9	11.1
Voluntary employee turnover rate (%)	13.3	7.2	7.6
Employee turnover rate (%) – Male	—	7.1	7.4
Employee turnover rate (%) – Female	—	7.3	7.7

²¹ S&P Global reports waste and water data based on the operational control criteria. This encompasses situations where the company can directly manage and implement policies, where direct measurement or billing is available, or where S&P Global holds financial responsibility for the contracts.

²² Excludes CARFAX employees in select countries.

²³ All S&P Global, excluding CRISIL and Taiwan Ratings Corp.

Innovation and Technology Participation ²⁴	2023	2024
Number of activities through S&P Global Innovation Platform	107	116
Number of people engaged through S&P Global Innovation Platform	24,666	16,769
Percentage of people engaged through S&P Global Innovation Platform	62	40
Number of people participating in Innovation and Technology courses	40,366	42,000
Percentage of people participating in Innovation and Technology courses	91	100

Sustainability Products and Data

Energy Transition and Sustainability Revenue (in millions) ²⁵	2021	2022	2023	2024
Commodity Insights	83	113	146	188
Indices	21	31	31	39
Market Intelligence	40	72	90	91
Mobility	16	23	31	37
Ratings	4	6	4	3
S&P Global Total	164	244	301	359

²⁴ Excludes CRISIL.

²⁵ Totals presented may not sum due to rounding.

GRI Content Index

S&P Global has reported the information cited in this GRI Content Index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards, including the requirements specified by GRI 1: Foundation 2021.

Standard / Disclosure	Location in Report (and/or reason for omission)
GRI 2: General Disclosures 2021	
2-1 Organizational details	About S&P Global , p. 9 2024 Form 10-K , pp. 1, 6-9
2-2 Entities included in the organization's sustainability reporting	About This Report , p. 2
2-3 Reporting period, frequency and contact point	Calendar year, annually cr@spglobal.com
2-4 Restatements of information	Please see Emissions table, p. 75 Please see VIBE Annual Survey Engagement Index, p. 34
2-5 External assurance	About This Report , p. 2
2-6 Activities, value chain, and other business relationships	About S&P Global , p. 9 Responsible Sourcing and Supply Chain Management , pp. 22-23 2024 Form 10-K , pp. 6-9
2-7 Employees	About S&P Global , p. 9 Culture and Engagement , pp. 31-34 Consolidated Data Tables , pp. 72-73 2024 Form 10-K , p. 9-10 All employee figures are reported as of the end of the reporting period and on the basis of full-time equivalent (FTE).
2-8 Workers who are not employees	Information has not yet been compiled and verified for the combined company.
2-9 Governance structure and composition	Corporate Governance , p. 14 2025 Proxy Statement , pp. 7-12, 19-29 S&P Global Corporate Governance
2-10 Nomination and selection of the highest governance body	2025 Proxy Statement , pp. 17-18
2-11 Chair of the highest governance body	S&P Global Corporate Governance
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance , p. 14 2025 Proxy Statement , pp. 14-15 S&P Global Corporate Governance
2-13 Delegation of responsibility for managing impacts	Corporate Governance , p. 14 2025 Proxy Statement , p. 15 S&P Global Corporate Governance
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance , p. 14
2-15 Conflicts of interest	2025 Proxy Statement , pp. 17, 26, 29, 43
2-16 Communication of critical concerns	2025 Proxy Statement , pp. 13-15
2-17 Collective knowledge of the highest governance body	2025 Proxy Statement , p. 19
2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement , p. 10
2-19 Remuneration policies	2025 Proxy Statement , pp. 31-42, 93-96
2-20 Process to determine remuneration	2025 Proxy Statement , pp. 43-47 Compensation and Leadership Development Committee Charter
2-21 Annual total compensation ratio	2025 Proxy Statement , pp. 87-88
2-22 Statement on sustainable development strategy	From Our CEO , p. 7
2-23 Policy commitments	Business Ethics and Integrity , p. 15 Code of Business Ethics Human Rights , pp. 46-49 Human Rights Policy , p. 1

2-24 Embedding policy commitments	Business Ethics and Integrity , p. 15 Human Rights , pp. 46-49 Responsible Sourcing and Supply Chain Management , pp. 22-23
2-25 Processes to remediate negative impacts	Business Ethics and Integrity , p. 15 Human Rights , pp. 46-49
2-26 Mechanisms for seeking advice and raising concerns	Code of Business Ethics , p. 7
2-27 Compliance with laws and regulations	Business Ethics and Integrity , p. 15 2024 Form 10-K , pp. 14-18
2-28 Membership associations	Policy Influence and Transparent Engagement , p. 19 Consolidated Data Tables , p. 71
2-29 Approach to stakeholder engagement	Stakeholder Engagement , p. 11 Community and Economic Impact , pp. 25-30 2025 Proxy Statement , pp. 11-13
2-30 Collective bargaining agreements	Talent Attraction and Development , pp. 53-59
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Our Material Topics , p. 10
3-2 List of material topics	Our Material Topics , p. 10
3-3 Management of material topics	See material topic disclosures below.

Material Topics

Standard	Disclosure	Location in Report (and/or reason for omission)
Community and Economic Impact		
GRI 207: Tax 2019	207-1 Approach to tax	Business Ethics and Integrity , p. 15
	207-2 Tax governance, control, and risk management	Business Ethics and Integrity , p. 15
	207-3 Stakeholder engagement and management of concerns related to tax	Business Ethics and Integrity , p. 15 Stakeholder Engagement , p. 11
	207-4 Country-by-country reporting	S&P Global publicly reports tax payments where required by law. U.S. tax payments are reported in 2024 Form 10-K , pp. 93-96.
Data Privacy and Cybersecurity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy and Cybersecurity , pp. 35-37
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity , pp. 35-37
Culture and Engagement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Culture and Engagement , pp. 31-34
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Culture and Engagement , pp. 31-34
	202-2 Proportion of senior management hired from the local community	Information has not yet been compiled and verified for the combined company.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance , p. 14 Culture and Engagement , pp. 31-34 Consolidated Data Tables , pp. 72-73
	405-2 Ratio of basic salary and remuneration of women to men	Culture and Engagement , pp. 31-34

Employee Health, Safety and Wellbeing		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health, Safety and Wellbeing , pp. 38-40
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health, Safety and Wellbeing , pp. 38-40
	403-3 Occupational health services	Employee Health, Safety and Wellbeing , pp. 38-40
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health, Safety and Wellbeing , pp. 38-40
	403-5 Worker training on occupational health and safety	Employee Health, Safety and Wellbeing , pp. 38-40
	403-6 Promotion of worker health	Employee Health, Safety and Wellbeing , pp. 38-40
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Sourcing and Supply Chain Management , pp. 22-23 Human Rights , pp. 46-49
	403-8 Workers covered by an occupational health and safety management system	Employee Health, Safety and Wellbeing , pp. 38-40 Consolidated Data Tables , pp. 73
	403-9 Work-related injuries	Employee Health, Safety and Wellbeing , pp. 38-40 Consolidated Data Tables , pp. 73
	403-10 Work-related ill health	Employee Health, Safety and Wellbeing , pp. 38-40 Consolidated Data Tables , pp. 73
Energy and Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Climate Change , pp. 41-45 S&P Global 2025 TCFD Report
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Climate Change , pp. 41-45 Consolidated Data Tables , pp. 73-74
	302-2 Energy consumption outside of the organization	Information has not yet been compiled and verified for the combined company.
	302-3 Energy intensity	Information has not yet been compiled and verified for the combined company.
	302-4 Reduction of energy consumption	Energy and Climate Change , pp. 41-45
	302-5 Reductions in energy requirements of products and services	N/A: S&P Global does not sell products or services with direct energy requirements.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Consolidated Data Tables , pp. 73-74
	305-2 Indirect (Scope 2) GHG emissions	Consolidated Data Tables , pp. 73-74
	305-3 Other indirect (Scope 3) GHG emissions	Consolidated Data Tables , pp. 73-74
	305-4 GHG emissions intensity	Consolidated Data Tables , pp. 73-74
	305-5 Reduction of GHG emissions	Energy and Climate Change , pp. 41-45 S&P Global 2025 TCFD Report
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing and Supply Chain Management , pp. 22-23
	308-2 Negative environmental impacts in the supply chain and actions taken	Information has not yet been compiled and verified for the combined company.
Human Rights		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Sourcing and Supply Chain Management , pp. 22-23
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Sourcing and Supply Chain Management , pp. 22-23
Nature and Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Nature and Biodiversity , pp. 50-52

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Nature and Biodiversity , pp. 50-52
	303-2 Management of water discharge-related impacts	N/A: As a data services provider with primarily office-based operations, water withdrawal and discharge-related impacts are not applicable to our business.
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	Nature and Biodiversity , pp. 50-52 Consolidated Data Tables , pp. 75
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	N/A: As a data services provider with primarily office-based operations, our business does not generate a large amount of waste or have significant waste-related impacts, either directly or indirectly. These disclosures are therefore considered not applicable.
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	Nature and Biodiversity , pp. 50-52 Consolidated Data Tables , pp. 75
	306-4 Waste diverted from disposal	Nature and Biodiversity , pp. 50-52 Consolidated Data Tables , pp. 75
	306-5 Waste directed to disposal	Consolidated Data Tables , pp. 75
Talent Attraction and Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction and Development , pp. 53-59 2024 Form 10-K , pp. 9-10
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Attraction and Development , pp. 53-59 Consolidated Data Tables , pp. 75
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Culture Employee Health, Safety and Wellbeing , pp. 38-40
	401-3 Parental leave	Our Culture Global Parental Leave Policy
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Attraction and Development , pp. 53-59 Consolidated Data Tables , pp. 75
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Attraction and Development , pp. 53-59
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Attraction and Development , pp. 53-59 Consolidated Data Tables , pp. 75

Responsible Business Conduct

Standard	Disclosure	Location in Report (and/or reason for omission)
Business Ethics and Integrity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Integrity , p. 15
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	S&P Global does not publicly report this information at this time.
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity , p. 15
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Integrity , p. 15
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2024 Form 10-K , p. 119
Policy Influence and Transparent Engagement		
GRI 415: Public Policy 2016	415-1 Political contributions	Policy Influence and Transparent Engagement , p. 19 Consolidated Data Tables , p. 71

SASB Standards Index

Professional and Commercial Services

Metric	Response	SASB Code
Data Security		
Description of approach to identifying and addressing data security risks	Data Privacy and Cybersecurity , pp. 35-37	SV-PS-230a.1
Description of policies and practices relating to collection, usage, and retention of customer information	Data Privacy and Cybersecurity , pp. 35-37 Global Corporate Privacy Policy	SV-PS-230a.2
(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Data Privacy and Cybersecurity , pp. 35-37	SV-PS-230a.3
Workforce Diversity & Engagement		
Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Corporate Governance , p. 14 Culture and Engagement , pp. 31 -34 Consolidated Data Tables , pp. 72-73	SV-PS-330a.1
(1) Voluntary and (2) involuntary turnover rate for employees	Talent Attraction and Development , pp. 53-59 Consolidated Data Tables , pp. 75	SV-PS-330a.2
Employee engagement as a percentage	Talent Attraction and Development , pp. 53-59 Consolidated Data Tables , pp. 75	SV-PS-330a.3
Professional Integrity		
Description of approach to ensuring professional integrity	Business Ethics and Integrity , p. 15 Responsible Products and Marketing , pp. 20-21	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	S&P Global reported no monetary losses as a result of legal proceedings associated with professional integrity for the reporting period.	SV-PS-510a.2
Activity Metrics		
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	S&P Global does not publicly report a breakdown of employees by these categories at this time.	SV-PS-000.A
Employee hours worked, percentage billable	N/A: S&P Global does not track this information.	SV-PS-000.B

