

S&P Global

**Independent Assurance
of S&P Global's Impact
Report 2021 Data**

ISAE 3000 statement

Independent Assurance of S&P Global's Impact Report 2021 Data: ISAE 3000 statement

The nature of the assurance

This is a report by Corporate Citizenship for the Management of S&P Global.

Corporate Citizenship has undertaken **limited** assurance of data listed in the Appendix against the WRI / WBCSD Greenhouse Gas Protocol, 2015 revised edition for Greenhouse Gas related measures and against the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

The environmental data relates to all of S&P Global's owned and leased facilities under its operational control.

S&P Global is entirely and solely responsible for the production and publication of the data assured, Corporate Citizenship for its assurance.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (*Assurance Engagements other than Audits or Reviews of Historical Financial Information*) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*).

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

Corporate Citizenship has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

Assurance work performed

The assurance work was commissioned in November 2021 was completed on 25th May 2022. Detailed records were kept of meetings and correspondence relating to the assurance. A team of four, led by a Director, undertook the assurance and commentary process. A seasoned assurance professional director acted as adviser to the group.

The assurance engagement was undertaken to a **limited** level, and involved the following activities:

Regarding environmental data sets:

- A review of the 2021 S&P Global Inventory Management Plan used for data collection and reporting;
- A review of underlying data sources and substantiating evidence to support this year's reporting, to assess robustness of monitoring and reporting systems;

- A review of year-on-year environmental performance trends to identify any significant changes in operational eco-efficiency and investigate the reasons behind these trends;
- A review of GHG calculations and emission factors for accuracy and consistency with best practice guidelines;
- A review of group-wide environmental data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting;

Regarding non-environmental data sets:

- Conducted initial calls with the data owners of each assured data set to explain assurance process and to understand the management systems that generated the data;
- Received and checked data returns from each data owner including 2020 and 2021 data;
- Considered year-on-year trends shown by data returns and, where necessary, interrogated data owner about these trends;
- Carried out spot checks on data received;
- Where necessary, had further call to resolve any remaining queries regarding evidence or data management systems;
- Retained full record of transactions with data owners.

Independence

We have worked with S&P Global on sustainability topics since 2011. This is the sixth year that we have provided assurance. During the 2021 reporting period, our work with S&P Global focused on GHG data assurance, materiality and assisting with the response to the Corporate Sustainability Assessment.

Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the data listed in the Appendix is not prepared, in all material respects, in accordance with the in accordance with the WRI / WBCSD Greenhouse Gas Protocol, 2015 revised edition and in accordance with the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

Corporate Citizenship Limited
London
25th May 2022

APPENDIX

ENVIRONMENTAL

Scope	Source	Unit	Quantity
Scope 1 GHG emissions¹	Refrigerants, Natural Gas, Gas Oil, Stationary Diesel, CNG, LPG	Metric tons CO ₂ e	802
Scope 2 GHG emissions (location-based)	Purchased electricity	Metric tons CO ₂ e	12,420
Scope 2 GHG emissions (market-based)	Purchased electricity	Metric tons CO ₂ e	12,326
Scope 3 GHG emissions		Metric tons CO ₂ e	215,641
1. Purchased Goods and Services		Metric tons CO ₂ e	179,110
2. Capital Goods		Metric tons CO ₂ e	12,029
3. Fuel- and energy-related activities		Metric tons CO ₂ e	3,444
4. Upstream transportation and distribution		Metric tons CO ₂ e	14,789
5. Waste generated in operations		Metric tons CO ₂ e	52
6. Business travel		Metric tons CO ₂ e	2,144
7. Employee commuting		Metric tons CO ₂ e	2,880

8. Upstream leased assets	Metric tons CO2e	Not material, calculated (1,142)
9. Downstream transportation and distribution	Metric tons CO2e	Not material, not calculated
10. Processing of sold products	Metric tons CO2e	Not material, not calculated
11. Use of sold products	Metric tons CO2e	Not material, not calculated
12. End-of-life treatment of sold products	Metric tons CO2e	Not material, not calculated
13. Downstream leased assets	Metric tons CO2e	Not material, calculated (51)
14. Franchises	Metric tons CO2e	Not material, not calculated
15. Investment	Metric tons CO2e	Not material, not calculated
Total Energy	MWh	25,756
Water Consumption	Gallons	10,459,406
Recycling	Short Tons	87
Composting	Short Tons	1
Waste to Landfill	Short Tons	119

1 Excluding the following sites 1187/17 Shivaji Nagar, Ghole Road, Bhamburda; 44 Montieth Road; CTS No.15/D of Powai at Hiranandani Business Park; Plot No. 46, Sector 44.; Plot No. 9&10, Nagarjuna Hills, UMA Chambers

KPI	Unit	Quantity
Emissions per employee: Scopes 1-2 (Market based)	Metric tons CO2e per FTE	0.5745
Emissions per unit of revenue: Scopes 1-2 (Market based)	Metric tons CO2e per million dollars of revenue	1.58
Total Scope 1-3 emissions	Metric tons CO2e	228,769
ISO 14001 locations	number of locations	14
ISO 14001 workforce coverage	%	80

SOCIAL & GOVERNANCE

Chapter Heading	KPI	Unit	Quantity
Corporate Governance	Number of people of color on Board	individuals	2
Corporate Governance	Employees represented by an independent trade union or covered by collective bargaining agreements	%	2.2
Policy Influence & Transparent Engagement	PAC contribution to candidate campaign committees	\$USD	41,500
Policy Influence & Transparent Engagement	Payments to trade associations	\$USD (million)	2
Policy Influence & Transparent Engagement	Company expenses related to federal lobbying	\$USD (million)	1.37
Responsible Sourcing & Supply Chain Management	Percentage of spend with U.S. diverse suppliers	%	6.50
Responsible Sourcing & Supply Chain Management	Percentage of spend with U.S. diverse suppliers - Target	%	7.80
Responsible Sourcing & Supply Chain Management	Count of U.S. diverse suppliers	suppliers	175
Responsible Sourcing & Supply Chain Management	Percentage of U.S. sourcing events including diverse suppliers	%	32
Responsible Sourcing & Supply Chain Management	Percentage of U.S. sourcing events including diverse suppliers - Target	%	75
Responsible Sourcing & Supply Chain Management	Percentage of U.S. sourcing events awarded to diverse suppliers	%	24

Employee Health, Safety & Wellbeing	Fatalities	number of individuals	0
Employee Health, Safety & Wellbeing	Major injuries and work-related illnesses	recorded cases	0
Employee Health, Safety & Wellbeing	All other injuries and work-related illnesses	recorded cases	0
Employee Health, Safety & Wellbeing	Total Recordable Incident Rate (TRIR)	TRIR	0
Employee Health, Safety & Wellbeing	Number of paid parental leave	weeks	<ul style="list-style-type: none"> • 20 for 2021 • 26 as of January 2022
ESG Products & Data	SPGI 2021 actuals	\$USD	140,000,000
ESG Products & Data	Ratings 2021 actuals	\$USD	4,000,000
ESG Products & Data	Market Intelligence 2021 actuals	\$USD	41,000,000
ESG Products & Data	Commodity Insights 2021 actuals	\$USD	70,000,000
ESG Products & Data	Indices 2021 actuals	\$USD	17,000,000
ESG Products & Data	Mobility 2021 actuals	\$USD	5,000,000
ESG Products & Data	Engineering Solutions 2021 actuals	\$USD	3,000,000
ESG Products & Data	Number of headline ESG indices	count	200
ESG Products & Data	Total ESG indices AuL	\$USD	2,795,656,082,476
ESG Products & Data	Core ESG indices Assets under License	\$USD	10,135,673,942
ESG Products & Data	Climate indices Assets under License	\$USD	4,519,062,979
ESG Products & Data	Thematic indices Assets under License	\$USD	17,411,922,313
ESG Products & Data	Fixed Income ESG indices Assets under License	\$USD	92,005,111
ESG Products & Data	Total sustainability-focused indices Assets under License	\$USD	32,173,026,252
ESG Products & Data	Companies assessed in Trucost's Environmental dataset	count	17,000
ESG Products & Data	CSA - companies participated	count	2,100

Innovation & Technology	VIBE Innovation	% favorable	84
Innovation & Technology	VIBE Technology	% favorable	83
Innovation & Technology	Internal non-tech employees who moved into tech roles	number of employees	22
Innovation & Technology	Internal tech employees who moved into a new tech role	number of employees	747
Innovation & Technology	Tech training courses	hours (thousands)	69.6
Innovation & Technology	External tech hires	number of hires	765
Diversity, Equity & Inclusion	Mean gender pay gap	%	5.80
Diversity, Equity & Inclusion	Mean gender bonus gap	%	29
Diversity, Equity & Inclusion	Percentage of U.S. workforce self-identified as LGBTQ+	%	0.99
Diversity, Equity & Inclusion	Percentage of U.S. workforce disclosed with a disability	%	0.44
Diversity, Equity & Inclusion	Percentage of U.S. workforce reported being a veteran	%	1.16
Diversity, Equity & Inclusion	U.S. ethnicity	% (number of individuals)	<ul style="list-style-type: none"> • White 48.6% (2,514) • Asian 21.6% (1,119) • Hispanic/Latinx 5% (257) • Black 4.5% (234) • 2 or more races 2.3% (118) • Native American or Alaskan native 0.3% (14) • Other 0.1% (5) • Unspecified 17.6% (912)
Diversity, Equity & Inclusion	U.S. ethnicity by female	% (number of individuals)	<ul style="list-style-type: none"> • White 39.2% (985) • Asian 41.3% (462) • Hispanic/Latinx 46.7% (120)

			<ul style="list-style-type: none"> • Black 51.7% (121) • 2 or more races 40.7% (48) • Native American or Alaskan native 42.9% (6) • Other 60% (3) • Unspecified 31.7% (289)
Diversity, Equity & Inclusion	Global age groups	% (number of individuals)	<ul style="list-style-type: none"> • Under 30 29.2% (5,593) • 30-50 61.3% (11,734) • Over 50 9.4% (1,804)
Diversity, Equity & Inclusion	Global gender representation	% (number of women)	<ul style="list-style-type: none"> • Global 38.9% (7,438) • Senior Management 45% (36) • Junior Management 34.3% (1,512) • Management 33.9% (2,188) • Revenue generating functions 38.8% (3,992) • STEM 32.7% (2,239)
Diversity, Equity & Inclusion	Global employees	% (number of individuals)	<ul style="list-style-type: none"> • APAC 58.8% (11,248) • North America 28.2% (5,387) • EMEA 10.4% (1,992) • LATAM 2.6% (504)
Diversity, Equity & Inclusion	U.S. Analytical roles by gender and ethnicity	% (number of individuals)	<ul style="list-style-type: none"> • White male 48.9% (342) • Asian male 14.7% (103) • Hispanic/Latinx male 5.9% (41) • Black male 4.4% (31) • Other male 2.4% (17) • Not specified male 23.7% (166)

		<ul style="list-style-type: none"> • White female 46.7% (196) • Asian female 21.2% (89) • Hispanic/Latinx female 8.1% (34) • Black female 4% (17) • Other female 1.7% (7) • Not specified female 18.3% (77) • All white 48% (538) • All Asian 17.1% (192) • All Hispanic/Latinx 6.7% (75) • All Black 4.3% (48) • All other 2.1% (24) • All not specified 21.8% (244)
<p>Diversity, Equity & Inclusion</p>	<p>U.S. Commercial roles by gender and ethnicity</p> <p>% (number of individuals)</p>	<ul style="list-style-type: none"> • White male 56% (244) • Asian male 5.7% (25) • Hispanic/Latinx male 5.7% (25) • Black male 2.5% (11) • Other male 4.1% (18) • Not specified male 25.9% (113) • White female 64.5% (160) • Asian female 9.7% (24) • Hispanic/Latinx female 4.8% (12) • Black female 2.4% (6) • Other female 4% (10) • Not specified female 14.5% (36) • All white 58.8% (404) • All Asian 7.1% (49) • All Hispanic/Latinx 5.4% (37) • All Black 2.5% (17)

			<ul style="list-style-type: none"> • All other 4.1% (28) • All not specified 22.1% (152)
Talent Attraction & Retention	U.S. In-demand technology roles by gender and ethnicity	% (number of individuals)	<ul style="list-style-type: none"> • White male 38.5% (52) • Asian male 34.1% (46) • Hispanic/Latinx male 2.2% (3) • Black male 7.4% (10) • Other male 2.2% (3) • Not specified male 15.6% (21) • White female 29.5% (13) • Asian female 45.5% (20) • Hispanic/Latinx female 4.5% (2) • Black female 2.3% (1) • Other female 2.3% (1) • Not specified female 15.9% (7) • All white 36.1% (65) • All Asian 36.7% (66) • All Hispanic/Latinx 2.8% (5) • All Black 6.1% (11) • All other 2.2% (4) • All not specified 16.1% (29)
Talent Attraction & Retention	Learning and development spend	\$USD (million)	15.3
Talent Attraction & Retention	Number of completed training courses	courses	1,294,308
Talent Attraction & Retention	Number of learning hours	hours	697,471
Talent Attraction & Retention	Employees receiving tuition reimbursement	number of employees	730
Talent Attraction & Retention	Tuition refunds for employees	\$USD (million)	4
Talent Attraction & Retention	Average hours training and development per full-time employee	hours	35

Talent Attraction & Retention	Average amount spent on training and development per full-time employee	\$USD	671
Talent Attraction & Retention	Total employees turnover rate	%	17.2
Talent Attraction & Retention	Voluntary employee turnover rate	%	12.8
Talent Attraction & Retention	Number of employees participating in Career Coaching	employees	791
Talent Attraction & Retention	Number of coaching sessions	sessions	1,433
Talent Attraction & Retention	Total coaching hours	hours	967
Talent Attraction & Retention	Career Coaching representation by gender	%	<ul style="list-style-type: none"> • Female 54 • Male 46
Talent Attraction & Retention	Career Coaching representation by ethnicities	%	<ul style="list-style-type: none"> • Black: 11 • Hispanic: 3 • Asian: 17 • White: 49 • Other: 3
Talent Attraction & Retention	VIBE survey average engagement index	%	87
Talent Attraction & Retention	VIBE - I would recommend S&P Global as a great place to work	%	89
Talent Attraction & Retention	VIBE - I am proud to work for S&P Global	%	91
Talent Attraction & Retention	VIBE - My work gives me a feeling of personal accomplishment	%	85
Talent Attraction & Retention	VIBE - I would like to be working with S&P Global one year from now	%	83
Community Impact	Foundation giving - COVID-19	\$USD (million)	5.2
Community Impact	Foundation giving - Employee Programs	\$USD (million)	3.6

Community Impact	Foundation giving - Equity & Inclusion	\$USD (million)	1.8
Community Impact	Foundation giving - Disaster Relief	\$USD	370,000
Community Impact	Pillar-aligned Foundation giving - Inclusive Economy	\$USD (million)	1.65
Community Impact	Pillar-aligned Foundation giving - Environment	\$USD	260,000
Community Impact	Pillar-aligned Foundation giving - Skills Gap	\$USD (million)	1.1
Community Impact	Employee giving - Matching gift contributions	\$USD (million)	3
Community Impact	Foundation Board - Gender	Board members	<ul style="list-style-type: none"> • Female: 4 • Male: 2
Community Impact	Foundation Board - Ethnicity	Board members	<ul style="list-style-type: none"> • Asian: 2 • Black: 1 • White: 3
Community Impact	Volunteers	unique volunteer engagements	4,300
Community Impact	Volunteer hours	hours	12,200
Community Impact	Economic value	\$USD (million)	1.4
Community Impact	Community investment total	\$USD (million)	17.4
Community Impact	Community investment - Foundation giving	\$USD (million)-total grant-making	14.6
Community Impact	Corporate contributions	\$USD (million)	2
Community Impact	Community investment - In-kind	\$USD	770,000