

Diversity, Equity and Inclusion Report 2022

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From Our Chief Purpose Officer



Amid the geopolitical and social concerns that faced the world in 2022, S&P Global reinforced its commitment to diversity, equity and inclusion through our values, our words and most importantly, our actions.

I am incredibly proud to introduce you to this inaugural edition of our Diversity, Equity and Inclusion (DEI) Report, which builds on our prior impact reporting and details the ways in which we have activated our purpose to Accelerate Progress through our commitment to DEI.

We believe that diversity fuels creative insights, equity unlocks opportunity, and inclusion drives growth and innovation. Advancing DEI is a key component of our ambition to power global markets. It means driving inclusion in our products and for our customers and stakeholders, and it includes promoting equity for people and communities.

Our People First philosophy underpins our global culture. We enable our people through progressive policies and practices, a holistic suite of benefits and philanthropic programs that support community engagement.

So often, it's our People Resource Groups (PRGs) around the world, our communities of inclusion, that are seeing the needs, advocating for change and offering solutions. Whether it's recommending accessible design features in our market offerings or advocating for greater understanding and action on human rights, our colleagues live and breathe People First.

This culture of care, and our core values of integrity, partnership and discovery, served us well as we completed our successful merger with IHS Markit in February 2022.

Our expanded organization has brought new perspectives and programming for greater impact. Tailored DEI approaches and dedicated support for every business strengthen our enterprise-wide DEI strategy and create global momentum.

As Chief Purpose Officer, I work with leaders across the business, along with my teams in DEI, People, Corporate Responsibility, Marketing and Communications.

We center our DEI commitment around our people, partners, communities, and in our business. We ensure progress by linking specific DEI metrics to our leaders' compensation and driving accountability and transparency through increased disclosure. We cultivate a continual feedback loop for action and improvement, including seeking out our colleagues' personal experiences related to inclusion and opportunity at work.

Our People First culture and commitment to measurable progress are accelerating our momentum and fueling our ambition to do more. Our business provides the essential data, analytics and research that deliver unparalleled insights to our customers on sustainability. In order to continue accelerating progress, we need to embrace the most inspirational ideas and forward-thinking practices from India, the United Kingdom, the United States, the Philippines and every place in between. I have never been more excited about what we can achieve together.

This report details our work to continue building a more diverse, equitable and inclusive company and world. Thanks for coming along with us on this journey.

Sincerely,

Dimitra Manis
Chief Purpose Officer

A Year of Progress

S&P Global's work to Accelerate Progress in the world brings an opportunity to have meaningful impact for both the planet and our people. To support this essential commitment, we have taken important steps to strengthen our sustainability and human capital disclosures, and to drive increased representation through recruiting partnerships and colleague engagement. Fostering a culture of DEI is a critical priority at the heart of our strategic agenda and supported by our board, CEO and senior leadership team.

Following completion of our merger with IHS Markit in February 2022, we built on a foundation of long-established DEI initiatives, to extend and elevate our programming for the newly combined organization. We have expanded our mandate to include a division-level and regional approach to DEI. Our DEI vision centers on our people, customers and communities, providing us with a clear direction, and our mission outlines our philosophy and strategy.

We saw the value of our approach as we worked to integrate our global People Resource Groups (PRGs), which are essential to supporting our inclusive workplace. Our enterprise-level team provides guidance and structure, enabling local leaders to form new leadership boards, develop strategic plans and produce exceptional programming. Our PRGs now have more than 80 chapters directed by more than 600 global and regional board leaders worldwide and engage 33% of our global workforce.

We are excited to go further, led by our data-driven



approach and our People First philosophy. This DEI Report is an important step in taking stock of our DEI efforts, increasing transparency on our progress and how we plan to move forward. We welcome your partnership in this work.

Sincerely,

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

Annette O'Hanlon

Chief Corporate Responsibility & Diversity Officer

About This Report

This report covers S&P Global DEI management and performance across its global footprint in 2022, including IHS Markit data from March onward, when we completed our merger. Demographic data included in this report is as of December 31, 2022, unless otherwise noted.

S&P Global's total employee count is 39,950. However, this report excludes CARFAX, CRISIL and Taiwan Ratings Corp. Therefore, demographic data in this report accounts for 34,206 employees. Unless specified, data for previous years is for S&P Global on a stand-alone basis prior to the merger.

We are committed to transparency of our workforce's demographic makeup and to complying with disclosure regulations, including publishing country-specific gender pay gap reporting, which can be found on our [Reports & Policies](#) site. Our most recent consolidated U.S. Equal Employment Opportunity data can be found [here](#). For data reporting and information about our third-party assurance, view our [2022 Impact Report](#).

2022 Awards and Recognition



Our Approach

At S&P Global, as the world's foremost provider of transparent and independent ratings, benchmarks, analytics and data, we embrace DEI as a critical business driver and a responsibility owned by our global colleagues.

As a purpose-led company, we concentrate efforts where we have the most opportunity to drive progress across our people, customers and communities. By focusing on our global workforce and aligning our priorities across our partner engagements and philanthropy, we strive for meaningful progress toward systemic equity. We also understand the intersectionality between DEI and respect for human rights, both in our operations and supply chain.

In 2022, we built on the strengths of our new, combined company, expanding our Corporate Responsibility and DEI team, reinforcing our commitment to DEI and refining our key areas of impact. In line with our People First philosophy, we concentrated our efforts on our People strategic pillar, focusing on socializing the new DEI strategy across the combined organization, tailoring it for each of the distinct divisions, and consolidating and delivering established initiatives.

We also integrated our grassroots and philanthropic efforts, refining our focus areas and strengthening our ability to support and help advance inclusive, resilient communities internally and externally.

While we have made good progress in our first year as a combined organization, we recognize that there is more work to be done. We will continue to advance our DEI focus in our organization, through customer engagement and across our global communities, as we deliver in 2023.

DEI Strategic Pillars



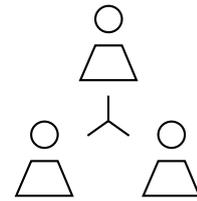
People

Enable our colleagues to thrive and feel they belong by focusing on strategic recruiting, investing in the development and retention of our people, and providing a conducive environment for learning and overall engagement.



Customers

Provide essential sustainability intelligence to our customers through a variety of mediums, such as DEI reporting, supporting inclusive product design and sharing thought leadership.



Communities

Accelerate equity in our communities by integrating DEI into our supplier diversity practices, working with local partners to devise community solutions, expanding our philanthropic activities, and increasing transparency through disclosure.

Governance

Our Board of Directors and senior management view DEI as critical to our long-term success, driving business growth and innovation, and empowering our people to achieve their full potential. As such, the Board regularly engages with our CEO, Chief Purpose Officer, Chief Corporate Responsibility & Diversity Officer and other members of senior leadership to provide oversight and direction on our DEI priorities and programs.

At the management level, our Chief Purpose Officer directs the development and execution of our People strategy, working with senior leaders across the company. She oversees our People, DEI and Corporate Responsibility teams, as well as our Marketing and Communications functions. In addition, the Chief Purpose Officer leads our DEI team in working with division and functional leaders in implementing governance to support effective execution. We ensure alignment of enterprise and divisional DEI goals through business reviews and our balanced scorecards.



People

Our company's success depends on our people. We strive to create an environment that encourages our colleagues around the world to feel a deep sense of belonging, where they feel empowered to contribute their unique insights within our company, with our customers and in our communities. We invest in our company by investing in our people.

Our People First philosophy is the foundation of our DEI strategy. It's what drives our efforts to support our colleagues in reaching their full potential. We enable broad access to training and development and encourage connections that can open the door to skill growth and advancement.

Diversity in Our Workforce

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

We believe that increasing data disclosure in our external reporting demonstrates our commitment to transparency and helps guide our progress with concrete metrics. Our reporting of global gender and U.S. race/ethnicity representation data provides a comprehensive view of our people and uses an intersectional lens when analyzing our workforce. In addition to 2021 data for the historical S&P Global company, this report includes data across our 34,000+ colleagues in 44 countries as of the end of 2022, following our merger with IHS Markit. 2022 data reflects the merger's expansion of our global workforce by 14,655 people, including a significant increase in colleagues from the EMEA (Europe, the Middle East and Africa) region. This 42.8% growth in our workforce over 2021 numbers impacted the trajectories for some of our gender and diverse representation trends. This combined view establishes a new baseline from which we will continue to build.

Our 2022 workforce demographics indicate priority areas of focus for 2023 and beyond:

- Increase female representation globally, currently 38.2%.
- Further encourage self-ID campaigns to increase disclosure of LGBTQ+ people, those with disabilities and veterans, currently 1.88%, 0.38% and 0.80% respectively, and report globally wherever possible.
- Build on the modest growth in our U.S. Black and Hispanic/Latine populations, currently 4.6% and 5.7%, respectively.
- Across our U.S. critical roles, further extend the growth of female representation in commercial and in-demand technology roles, currently 37.4% and 32.1%, respectively.

We have provided 2022 data as a snapshot of the newly combined S&P Global baseline. We will continue to provide insight on our workforce demographics in future reporting.

Gender Pay Gap

We recognize that equitable, competitive, fair and transparent compensation and reward programs improve outcomes for our people, our customers and our business. The pay equity picture is constantly changing to incorporate movements in the organization, such as acquisitions, divestitures, hiring and promotions. We continually review and enhance our compensation programs and practices to ensure fair pay for our people. Our pay gap reporting highlights disproportionate representation at different levels of seniority throughout the company; we remain committed to investing in women to reduce these gaps.

In 2022*:

- Our mean gender pay gap is 14%, up from 5.8% in 2021. This increase is mainly due to the integration of historical IHS Markit people in our workforce.
- Our mean gender bonus pay gap is 29%, unchanged from 2021.
- In our efforts to enhance transparency, we are reporting the ratio of basic salary and remuneration of women to men for the first time, which is at 84%.

We will continue to focus on identifying and addressing our gap through recruitment activities, talent planning, professional development and compensation.

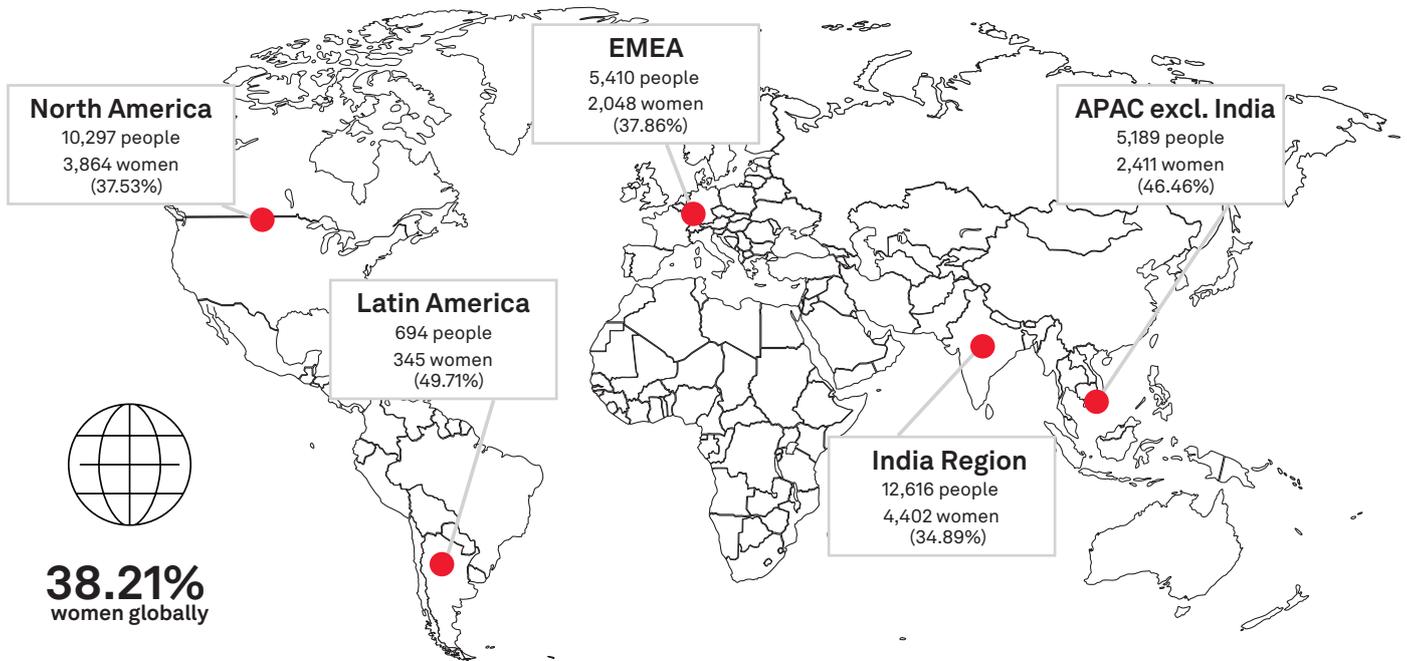
Our gender pay gap reports are available on our [Reports & Policies](#) site.

Pay Equity

Following the merger with IHS Markit, we will be examining pay equity across the combined organization in 2023 and expect to report further on our progress. To review our prior pay equity summary, read our [2021 Impact Report](#), published in May 2022.

*This 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.

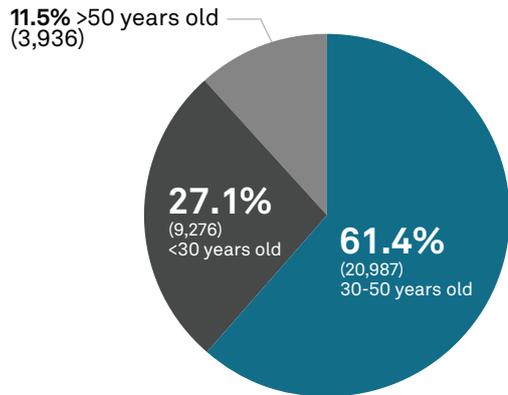
Our Global Presence



EMEA: Europe, Middle East and Africa
 APAC: Asia-Pacific

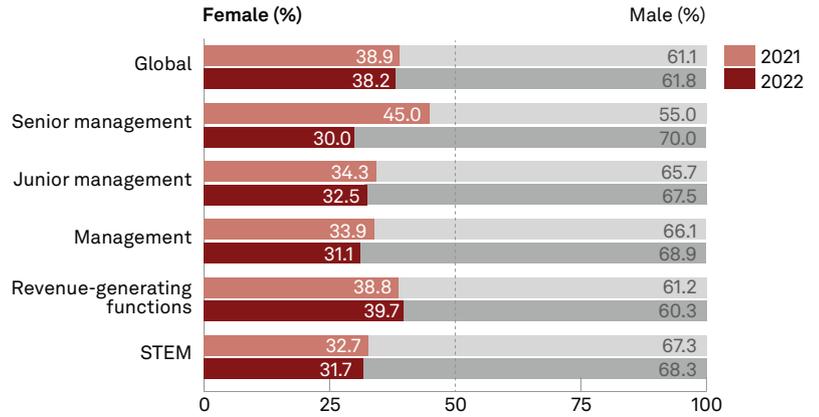
Data as of December 31, 2022. Excludes CRISIL, CARFAX, Taiwan Ratings Corp.
 The race/ethnicity group 'Other' includes: Native American or Alaska Native, Native Hawaiian or other Pacific Islander, two or more races.
 North America data includes Canada.

Global Age Groups*

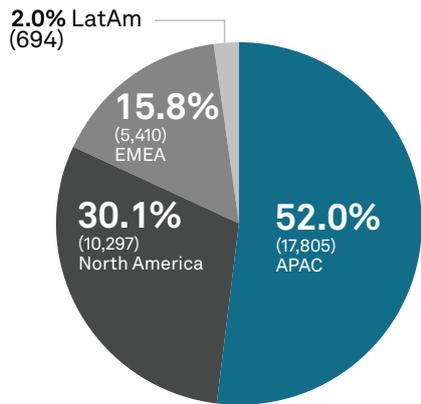


*Excludes 7 non-disclosed employees

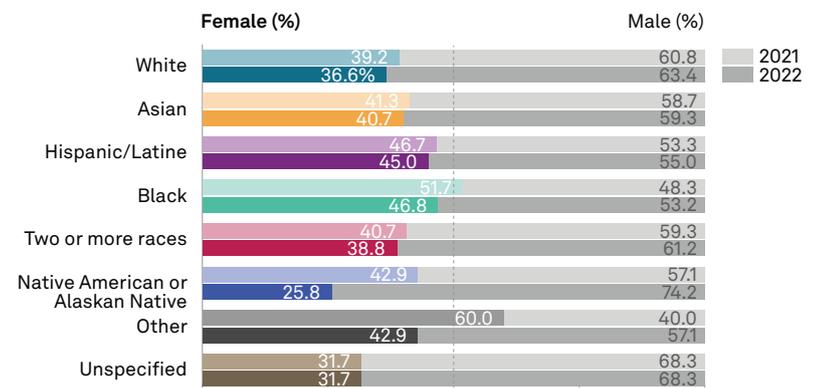
Global Gender Representation – Year-over-Year



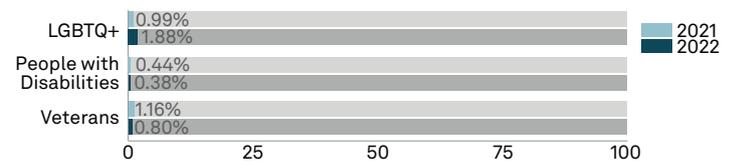
Global Employees by Location



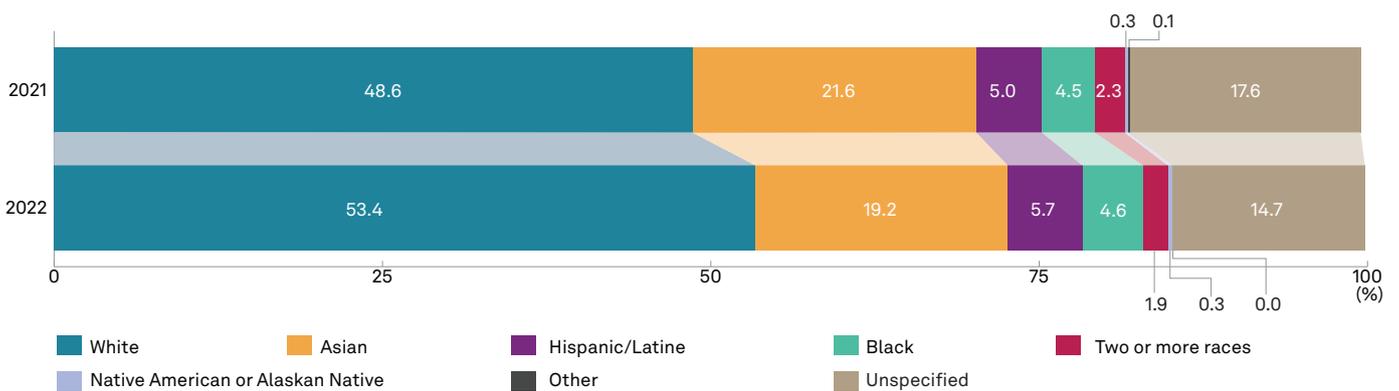
U.S. Ethnicity by Female % – Year-over-Year



U.S. Diverse Representation as Self-Identified – Year-over-Year



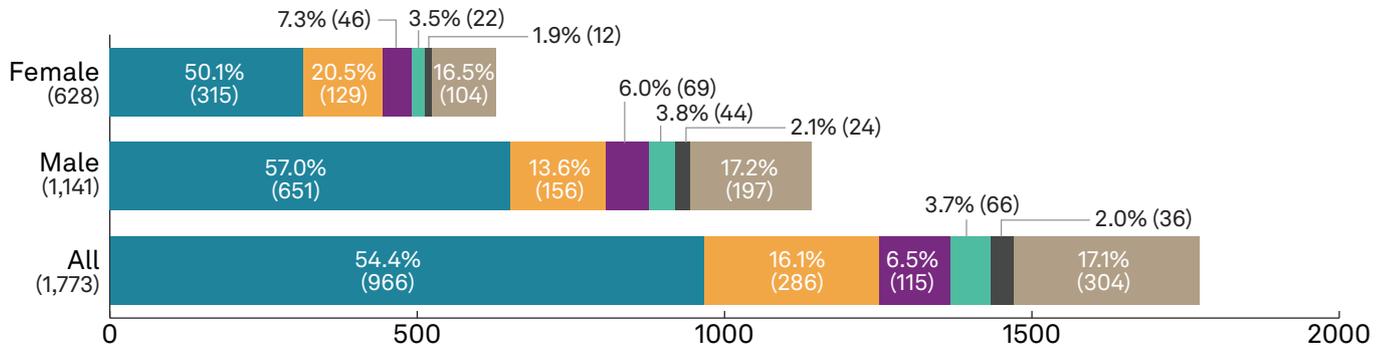
U.S. Ethnicity % – Year-over-Year



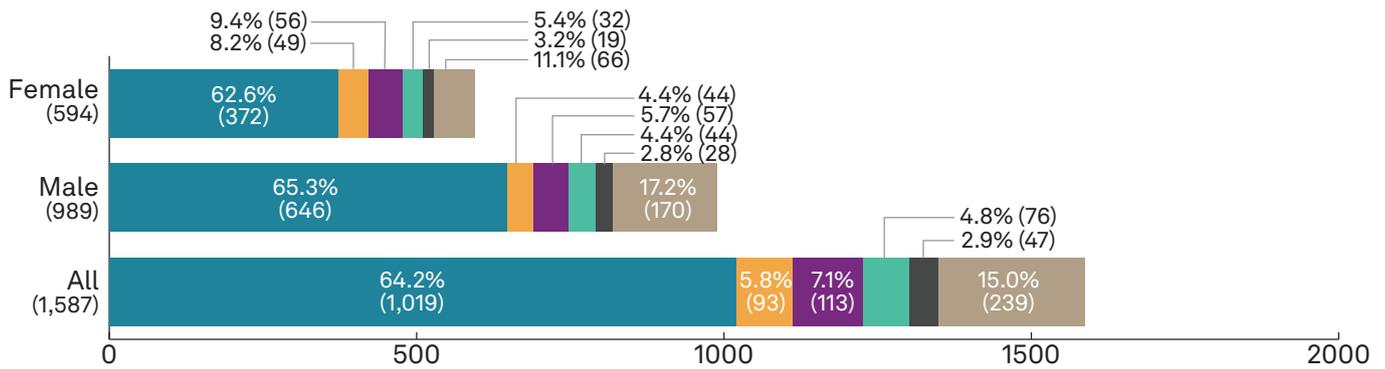
- All of S&P Global excluding CRISIL, CARFAX and Taiwan Ratings Corp. 2022 data is post-merger and includes the IHS Markit employee population.
- As of December 31, 2022, 781 former IHS Markit employees were not assigned a comparable S&P Global job family and level profile; for this reporting, they were assigned a job family and level profile based on their historical job framework identification. Among this group, 228 had no comparable job family assignment and thus were not assessed for the job discipline-related measures such as Revenue Generating, STEM, Analysts/Tech/Sales.
- Data reflects self-identified ethnicity for U.S. employees as of December 31, 2022.

Critical U.S. Roles by Gender and Ethnicity

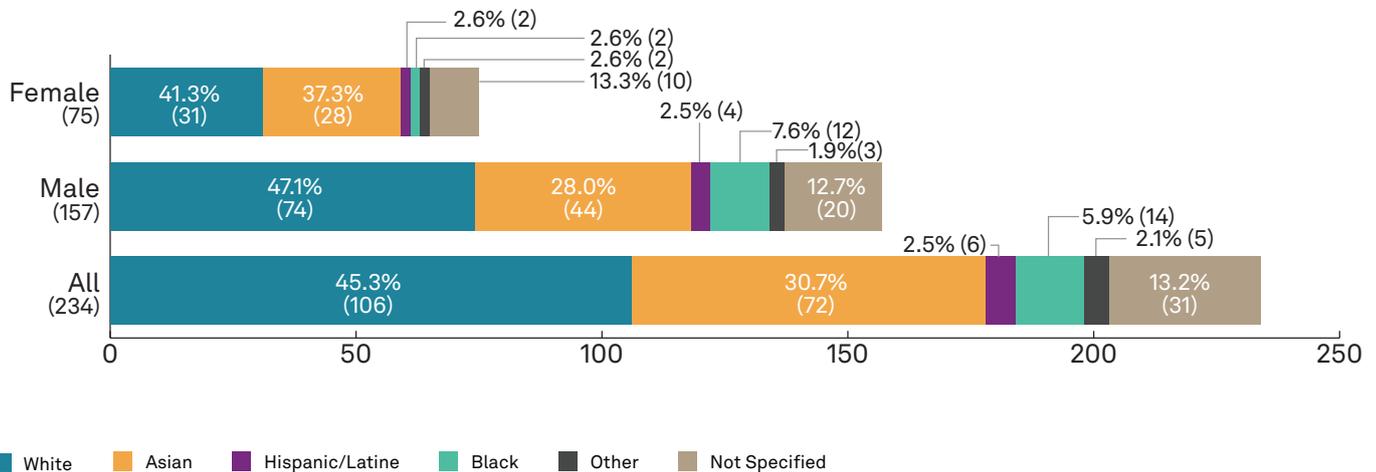
U.S. Analytical Roles



U.S. Commercial Roles



U.S. In-Demand Technology Roles



■ White
 ■ Asian
 ■ Hispanic/Latine
 ■ Black
 ■ Other
 ■ Not Specified

- All of S&P Global excluding CRISIL, CARFAX and Taiwan Ratings Corp. 2022 data is post-merger and includes the IHS Markit employee population.
- As of December 31, 2022, 781 former IHS Markit employees were not assigned a comparable S&P Global job family and level profile; for this reporting, they were assigned a job family and level profile based on their historical job framework identification. Among this group, 228 had no comparable job family assignment and thus were not assessed for the job discipline-related measures such as Revenue Generating, STEM, Analysts/Tech/Sales.
- Data reflects self-identified ethnicity for U.S. employees as of December 31, 2022.
- "Other" includes Other, Two or more Races, Native American. "Male" and "Female" may not total "All," because "All" includes those who did not disclose.

People Movement

The diverse characteristics and perspectives that our people bring to S&P Global give us a real and vital competitive edge. We are deliberate in building the partnerships and pipelines needed to attract colleagues across all backgrounds and lived experiences.

Recruiting Partnerships

S&P Global embeds DEI into our recruiting and internal mobility processes. By doing so, we aim to increase the pool of diverse candidates at all levels and ensure that our hiring processes are fully supportive and equitable. We do this in several ways, including:

- Investing in targeted external DEI-focused events, job fairs, partnerships and other recruiting opportunities.
- Participating in key career fairs and partnering with key external vendors to position our company as an employer of choice for underrepresented colleagues.
- Engaging with historically Black colleges and universities (HBCUs) through mutually beneficial partnerships focused on brand awareness, community support and talent acquisition.

Attracting Early-Career Talent in the UK

To attract diverse talent, S&P Global works with a number of partners in early-career recruitment, including [10,000 Black Interns](#) in the United Kingdom. The program offers paid internship opportunities across more than 25 sectors, in addition to training and development opportunities. For several years, we have proudly welcomed interns through this partnership.

Increasing our Efforts to Hire People with Disabilities

Throughout 2022, we continued to expand our efforts to hire and support colleagues with disabilities. We began a partnership with [v-shesh](#), an award-winning impact enterprise that prepares job seekers with opportunities and organizations with disability inclusion. We hired 23 people in India across our business in 2022. We plan to expand our partnership with v-shesh to further support the community, and we continue to work closely with our Reach People Resource Group (PRG) to champion our people with disabilities.

HBCU Engagement

To increase the representation of Black colleagues in our U.S. workforce – currently 4.6% compared to 12% across the U.S. private sector¹ – in 2022, we launched an initiative to attract Black talent through meaningful engagement with HBCUs. Through long-term, intentional engagements, we aim to improve our hiring of Black students and HBCU alumni, while lending our philanthropy, research tools and subject matter expertise to bolster education and research capabilities at partner HBCUs.

We identified a few HBCUs for pilot initiatives kicking off with Texas Southern University in Houston and Jackson State University in Mississippi. Additionally, we are working with the National Black MBA Association and other partners to engage more with HBCUs through skills-building presentations and other support.

Complementing these strategic partnerships, we are exploring innovative ways to engage HBCU students, through global competitions and topical industry events.

“By taking a deliberate approach, we are building long-term partnerships that will strengthen historically Black colleges and universities and our own ability to attract and retain Black talent.”



Cheryl Baxter
Vice President, DEI

Partnership Kicks Off at Texas Southern University

In September 2022, we hosted the first S&P Global Day at Texas Southern University (TSU) in Houston. The daylong program included a professional development session and the establishment of an S&P Global Scholarship of \$100,000 over the next five years, along with gratis access to Market Intelligence’s Capital IQ data platform, to support student and faculty research and curriculum building.

Students had the opportunity to focus on the critical skills they will need as they join the workforce and to engage in valuable discussions with S&P Global leaders about their career aspirations.

¹ McKinsey & Company. *Race in the Workplace: The Black Experience in the U.S. Private Sector*, 2021, p. 30.

Development and Retention

In today's highly competitive market, companies that thrive are those that attract the best people, invest in their development and equip them to adapt to change. Having a talented, diverse global workforce in place and empowering them with the culture, resources, tools and skills they need for growth and success helps increase productivity, loyalty and innovation.

In 2022, S&P Global relaunched our combined enterprise-wide learning team, Edge, to deliver programs and content that promote personal, team and leadership development for all colleagues. Edge programming includes personal and professional skills development, industry hot topic learnings and Create, our signature leadership development program. At the core of our development initiatives is the goal of helping our people grow into their fullest potential and embedding DEI in all that we do. For updates on our learning and development investments, please see our [2022 Impact Report](#).

Support for People Leaders

Create, our signature leader development program, provided support and growth opportunities for People Leaders in 2022. Designed to ensure scalability, sustainability and personalization, Create supports a dual purpose: to develop consistent foundational capabilities for People Leaders and to provide support for challenges in uncertain times. Via interactive workshops, group coaching and one-to-one support, we address topics including conscious inclusion, navigating difficult conversations and performance management.

2022 by the numbers:

- **30+** faculty members and coaches running 200 Create workshops attended by **1,500** People Leaders (more than 4,000 including repeat participants)
- **96.6%** participants would recommend Create to a team member
- **100%** participants satisfaction with Create facilitator effectiveness

“Embracing people's different ideas, perspectives and experiences drives innovation and improves overall performance. Thus our ability to attract, recruit and retain a diverse workforce is a critical advantage.”



Sujatha Menon Zafar
Vice President, DEI

Global Career Coaching

In 2020, we introduced global career coaching, open to all of our people. Through this industry-leading approach, certified coaches offer confidential, individualized and open-ended support to help our people identify and fulfill their career aspirations. Nearly 2,400 unique individuals have engaged in career coaching since its launch, and in 2022, we expanded the Career Coaching team to four coaches globally.

- On average, **175+** Career Coaching sessions took place per month in 2022.
- Women, who make up 38.2% of our workforce, represented **56.87%** of those involved in coaching engagements.
- Of these coaching engagements, **31.6%** of supported colleagues in the U.S. identified as diverse (gender/race and ethnicity).

According to 2022 survey feedback and data from coaching participants:

94% would recommend Career Coaching to their colleagues

90% feel that Career Coaching was positive

86% feel that Career Coaching helped them think more effectively about their careers

The program received external recognition in 2022:

- Featured in a May 2022 ***Harvard Business Review*** article as a best practice for cultivating more equitable access, awareness and support for internal mobility.
- Awarded the **Best Practices with Internal Coaches Award** in the large enterprise category for India's Top 100 Organizations.

Leadership Development for Women

S&P Global is committed to the equitable development of all global leaders. As part of our DEI strategy, we are investing in our women leaders throughout the organization. In addition to existing programs that are open to all colleagues, in 2022, we expanded three career development programs for our women leaders:

- **PILOT Coaching Program:** A six-month program that delivers virtual leadership and career development to 180 emerging leaders through individual reflection, manager feedback and live virtual group coaching sessions.
- **Cajetan Executive Coaching Program:** A six-month leadership and career development program for 44 of our senior women leaders exploring themes such as imposter syndrome, organizational visibility and the authority gap. The program is designed to harness the power of cohort-based learning via masterclasses, executive roundtables and 1:1 virtual executive coaching.
- **MLBennett Consulting LLC (MLBC) Sponsorship Program:** Designed for our women executives, this two-year sponsorship program is virtual and customized to 20 individual participants, leveraging 360-degree feedback, regular sponsor check-ins and tailored development plans to ensure the candidate's visibility and success.

Thrive Performance Management

In 2022, we introduced a more flexible performance management program, entitled Thrive. Based on more than two years of research and development, Thrive is designed to cultivate meaningful conversations, personalize career opportunities and to accelerate performance. The feedback on this continuous performance experience has been positive. In our 2022 annual employee survey, our people reported they are having regular check-ins with their People Leaders, are receiving useful feedback and insights, and have a better understanding of their priorities.

S&P Global's Thrive Performance Experience was awarded gold at the Brandon Hall Human Capital Management (HCM) Excellence Awards.

Inclusive Benefits

We're committed to providing our colleagues with a comprehensive, competitive and inclusive benefits package that caters to the needs of our diverse workforce. This includes a host of programs, resources and incentives to enable informed decisions and healthy lifestyles.

Our [global benefits](#) differ from country to country, but some specific offerings include the following:

- Paid parental leave for all parents, regardless of gender, welcoming a child through birth, adoption, foster or surrogacy for 26 weeks
- Adoption assistance
- Flexible paid compassion leave following loss of a loved one
- Three months' pay to family members following loss of an employee
- Flexible arrangements for those working from home while caring for family
- Fertility coverage and a dedicated patient care advocate
- Family support including back-up care for children and adult family members
- Tutoring services for children
- Gender-affirmation surgery
- Menopause support

Supporting the Wellbeing of Our People

In addition to our comprehensive benefits, we offer a range of programs designed with our people's physical, mental health and wellbeing in mind. Wellbeing is a key component of inclusion and we are committed to ensuring that our people have the tools and resources to address the challenges that impact how they live, work and relate to others. We offer several global programs to all colleagues:

- **LifeWorks Wellbeing Program** – Information, support and resources at no cost to our people. Services include face-to-face or video counseling, referrals to wellbeing coaches, legal and financial consultations with licensed professionals and child- and elder-care matching options.
- **Lift Session Fitness** – Virtual fitness classes, as well as "Mindful Moments" breathing, meditation and light stretching sessions designed to help release stress and improve focus.
- **Wellbeing Support Program** – To help our people live their healthiest lifestyle, team members receive reimbursement for wellbeing-related activities that meet their specific wellness needs.
- **Life Speak** – A digital wellbeing education platform that provides access to the world's leading experts on topics ranging from Mental Health, Preventative Health, Family Issues, DEI and Professional Skills Development.

DEI Learning

Our DEI commitment includes learnings that promote our DEI-focused culture, values and strategy. Through continuous learning, colleagues across the enterprise explore how to recognize and mitigate bias, adopt equitable hiring and management practices, and become better allies and advocates.

Eskalera DEI Learning Experience

In 2022, we expanded access to Eskalera, a DEI learning and development platform, to more of our S&P Global colleagues. Eskalera is an interactive tool for detailed skill-building and practice through self-paced microlearning. Content covers topics such as authenticity, empathetic listening, allyship and psychological safety. We aim to equip people with the tools needed to experience ongoing success through knowledge, skills development, increased connection and meaningful insights.

We introduced more than half of our organization to Eskalera in 2022. As a result, we experienced:

27,000+

colleague-led inclusion interactions

1.5-point

increase on average in knowledge and skills development across multiple areas

21,000

people enterprise-wide gaining access to Eskalera

8,100

colleagues registering with the platform

The learning journey focuses on fostering skills that are key for building inclusive environments, as well as increasing career success and job satisfaction. When colleagues feel heard, confidence and trust increases. In addition, we further support the learning experience and enable opportunities to form meaningful connections and dialogue through learning circles.

As we continue to roll out Eskalera across the organization, we look forward to surfacing and sharing analytical insights about the markers of growth.

Effective Interview Skills Learning

We strive to ensure that our hiring managers and interviewers are supported when making hiring decisions, especially with diverse candidates.

Research suggests that conducting a structured interview is critical to addressing bias in the hiring process. Having clearly defined job specifications allows the interview team to make more accurate hiring decisions by evaluating skills needed for long-term success in the role.

Additionally, aligning on these skills eliminates common evaluation pitfalls – such as “culture fit” or “like me” biases. To better support the sourcing and selection process, in 2022, we launched our Effective Interview Skills training.

The training, intended for hiring managers, focuses on the following themes:

- Creating a structured interview process.
- Defining clear job specifications and using inclusive language.
- Ensuring all candidates are asked the same set of questions.

People Engagement

Our inclusive and equitable culture is a key source of strength for S&P Global. We have a shared commitment to our purpose and core values that come to life through our stories, celebrations, daily practices and habits. It is fundamental to how we show up each day to power the markets of the future and deliver impact for our people, our customers and the external environment.

Initiatives such as employee sentiment surveys, Courageous Conversations, DEI events and active engagement through our global People Resource Groups (PRGs) come together to create a sense of belonging for our people and bring this culture to life.

VIBE Listening Platform and 2022 Survey

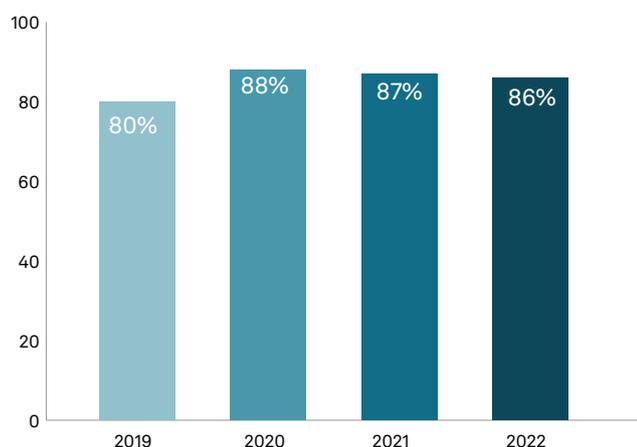
To facilitate an environment that embeds our vision, purpose and values, we encourage regular and open feedback.

VIBE (Voice, Insights, Belonging and Expectation) is S&P Global's continuous listening program. It is part of a holistic approach that includes listening channels such as annual engagement surveys, pulse surveys, monthly polls 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.

We conducted our annual VIBE survey shortly after our merger in 2022, establishing a baseline for future surveys that will enable us to track progress.

The annual VIBE Survey is our most formal listening channel and a key inclusion and belonging metric for the DEI strategy. We seek feedback on a number of key DEI indicators, ranging from a sense of belonging to degree of comfort in asking questions to leadership. We also use these questions to gauge awareness of DEI programs and policies. Using the results of the VIBE survey, we are better able to shape an enterprise-wide DEI strategy and understand areas of opportunity for particular businesses, geographies and diverse communities.

VIBE Survey Engagement Index



I would recommend S&P Global as a great place to work	88%
I am proud to work for S&P Global	90%
My work gives me a feeling of personal accomplishment	85%
I would like to be working with S&P Global one year from now	83%

Average 2022 VIBE Survey Engagement Index **86%**

Courageous Conversations and Inclusive Speaker Series

As an anti-racist organization, we believe in doing the work to educate and equip our people with relevant knowledge and tools. Our Courageous Conversations series is designed to create safe spaces for our people to connect, raise their awareness of racial equity issues and current thinking, equip them to be allies and advocates and inspire them to action. Our Inclusive Speaker Series complements Courageous Conversations by addressing issues of identity beyond race. Both series aim to shed light on how people's intersectional identities – their race, gender, sexuality and more – impact their lived experiences.

2022 sessions featured speakers including Dr. Bernice A. King, Temple Grandin, W. Kamau Bell, Lisa Ling and Maria Hinojosa and attracted as many as 2,200 attendees per session. To ensure colleagues have space to reflect and connect after these important sessions, we host Brave Spaces open forum discussions to further explore these topics and offer the opportunity for colleagues to share their own thoughts and experiences.

People Resource Groups and Communities

People Resource Groups (PRGs) provide a safe space and community for our people across diverse geographic, business and cultural backgrounds. United by intersectionality and shared purpose, our voluntary, colleague-led networks advocate for a more equitable future for all, making an impact across our people, customers and communities.

Building on the earlier success of affinity networks and employee resource groups, our PRGs help us foster inclusion, supporting thousands of colleagues who come together based on shared life and career experiences to advance professional development, business success and community engagement.

S&P Global now proudly supports nine PRGs focused on the acquisition, engagement and development of talent, and we are deeply committed to investing in and growing them. Led by colleagues at all levels around the world, PRGs provide career-building opportunities that are unique and lasting. Each PRG is open for anyone to join. We welcome all allies, advocates, caregivers and friends. Integrating these networks post-merger was a priority for 2022. Worldwide, more than 600 colleagues serve as global and regional board leaders across 80+ chapters in 38 locations and 33% of our people are members of at least one PRG.

Additionally, Communities were launched in 2022 to encourage colleagues with shared interests to collaborate and give and receive support in a social space. In less than one year, more than 2,000 participants have connected on shared experiences such as running, cooking, gardening, coaching, HBCU alumni status, mindfulness, parenting children with disabilities, cycling and interests in wellbeing.

“Our PRGs are the heart of our culture of inclusion, driving progress and accelerating our momentum. Following our merger in 2022, our network of global PRGs is stronger and more essential to our work than ever.”



Tamara Vasquez
Vice President, DEI





Customers

Our commitment to DEI extends beyond our walls, to advancing inclusion in the products, services and thought leadership we offer. We infuse social equity intelligence into the essential data, connected technologies and expertise our customers rely on to make decisions with conviction.

In our first year as a combined organization, our focus within the Customer strategic pillar has been to share our thought leadership through our research, convenings and participation in industry events.

Inclusive Products

Accessibility is a key component of inclusion. Across our various divisions, we are working to create products and services that are accessible to all our customers.

While we are still in the early stages of exploring opportunities, we are proud to partner with Reach, our People Resource Group (PRG) that champions people with disabilities, and believe our joint efforts to improve accessibility will become the norm for how we create and design our products.

Digital Accessibility Features

In 2022, we incorporated web and mobile accessibility into the design and functionality of the Platts Dimensions Pro digital portal for benchmark price assessments, news and analytics insight spanning 13 commodities. To make the product accessible to the broadest possible audience, we optimized our content and made it compatible with assistive technologies like screen readers, voice control, keyboards and other devices. Based on Web Content Accessibility Guidelines, the new accessibility features are perceivable, operable, understandable and robust:

- Users with visual and cognitive disabilities can leverage screen reader technology on the mobile app to describe images.
- The mobile app also includes voiceover support for search results, menus and news for the visually impaired.
- The application has improved focus states, which enhance keyboard users' ability to navigate.

Accessible Graphic Design

For people with color vision deficiency (CVD, aka color blindness), it can be hard to distinguish certain colors. To assist them in using our products, in 2022, we updated our color palette for use in designing data visualization charts and graphics across S&P Global business divisions.

In our evolved Data Visualization Color Palette, we outlined the recommended default color order to represent nominal or categorical data. It consists of colors that are distinct from one another to maximize a chart's readability. We developed the default color order by testing to ensure that people with CVD can digest the information.

Looking ahead, we aim to continue to improve the accessibility of our products and further incorporate DEI into our marketing considerations.

Thought Leadership

Through multiple channels and in collaboration with academic, non-profit and private-sector partners, we deliver research and recommendations to advance DEI best practices. Partnerships include working with New Financial to create a [diversity toolkit for investors](#) and supporting the global think tank Coqual to publish a study on [Equity and Ethnicity at Work: A Global Exploration](#). We also work closely with our very own Diversity Research Lab, which aims to explore underrepresented questions in diversity research by pairing S&P Global's data and analysis with insights from external think tanks, research organizations and academic institutions.

Diversity Research Lab

The Diversity Research Lab, consisting of a broad cross section of internal DEI, sustainability and research experts, is dedicated to examining the impact of social, cultural, economic and environmental factors on markets, economies and the private sector. It sponsors both proprietary and collaborative projects with research institutions around the world.

In 2022, we continued these efforts by:

- Producing **51 episodes**, with **598,315 unique downloads**, of the [ESG Insider podcast](#) from S&P Global Sustainable1 (S1), covering a range of sustainability topics including human rights and DEI.
- Launching S1's [The Social Equity & Impact Review](#) newsletter, reporting on how social equity is shaping corporate strategy, investor activity and policy decisions.
- Partnering with S&P Global Sustainable1 to publish research reports on topics including [underrepresentation](#) in corporate workforces across sectors, [LGBTQ+ inclusion](#) in the workplace, [gender diversity](#) and [women's leadership styles for advancing diversity](#).

S&P Global Industry Events

Over the last few years, we have collaborated with various divisions to ensure that our leading industry events are reflective of our internal ethos on DEI. In 2022, we were pleased to help advance DEI understanding, especially in the energy and commodities and shipping and logistics sectors.

Bringing DEI to CERAWeek Programming

[CERAWeek](#) by S&P Global provides an integrated framework for understanding what's ahead for global energy markets, geopolitics and technology. It is widely considered to be the most prestigious annual gathering of CEOs and ministers from global energy and utilities, as well as automotive, manufacturing, policy and financial communities, along with a growing presence of tech.

In 2022, CERAWeek welcomed Dimitra Manis, our Chief Purpose Officer, as a featured speaker during the session "Spotlight: Developing Leadership and a New Culture for the Transition." Dimitra also spoke alongside Leanne Todd, S&P Global Head of Upstream Solutions, in a Women in Energy Dinner & Dialogue session. CERAWeek's Women in Energy program identifies and celebrates women leaders, cultivating a community in which diversity can flourish and embracing an inclusive environment as the foundation to strengthen and empower the energy sector.

Honoring DEI Leadership at TPM

S&P Global also hosts TPM, the premier conference for the trans-Pacific and global container shipping and logistics community, and TPMTech, the world's most substantive two-day event for global logistics technology. Over the years, TPM has continued to grow, drawing more than 2,400 industry professionals, with panel discussions, roundtables and speeches by key industry players, as well as networking.

Year on year, the conference has increased its commitment to DEI by including more diverse speakers, introducing DEI topics at the conference and building a DEI committee to advise on key issues.

In 2022, we were delighted to launch the inaugural [Salute to Diversity Honor](#). The first of its kind in the industry, the honor recognizes organizations across transportation and logistics that are driving diversity, equity and inclusion forward.



Communities

We seek to accelerate progress in the communities we impact. We endeavor to invest in ways that support inclusive economies, focusing our efforts on expanding supplier diversity, collaborating with local partners and ensuring our philanthropic efforts are meaningful.

We are a provider of essential intelligence, and enhanced disclosure is integral to our core values. Throughout 2022, our focus has been on integrating data from our heritage organizations and maintaining our commitment to visibility and transparency. Looking forward, we aim to build on our robust reporting and continue to expand on current disclosure.

Supplier Diversity

Identifying, developing and sourcing products and services from diverse and traditionally underrepresented suppliers helps foster innovation, reduce the risk of supply chain disruptions and advance our commitment to DEI. S&P Global is committed to treating all vendors with integrity and to supporting and encouraging the aspirations of diverse groups.

Our [U.S.-based Supplier Diversity Program](#) provides fair and equal procurement opportunities for all capable and competitive suppliers. S&P Global actively encourages and invites applications from businesses that are managed or led by members of underrepresented groups.

As a result of the merger, the supplier diversity team went through a reorganization and reprioritization in 2022, including the hiring of the company's first full-time Supplier Diversity Manager, to start in January 2023.

Under this new structure, the team will enhance supplier diversity by adjusting policy and governance to address areas of growth, reinvest in outreach and engagement with diverse groups, increase awareness internally, and build on systems for reporting and tracking. Our percentage of spend with U.S.

diverse suppliers grew to 7.3% in 2022 from 6.5% in 2021. The number of U.S. diverse suppliers grew in 2022 to 295 from 175 in the previous year. While the overall Supplier Diversity program was strong, organizational disruptions related to the merger presented some challenges. The percentage of sourcing events that included diverse vendors, and awards made to diverse vendors at those events, declined. However, with the new team in place, we are already seeing improvements, including significant new awards made to diverse suppliers in Q1 2023.

Supplier diversity is also part of our inaugural sustainability-linked bond (SLB) issuance, with a key performance indicator tied to increasing supplier diversity to 10% by the end of 2025.

	2020	2021	2022
Percentage of spend with U.S. diverse suppliers (%)	6.5	6.5	7.3
Percentage of U.S. sourcing events including diverse suppliers (%)	29	32	13
Count of U.S. diverse suppliers	161	175	295
Percentage of U.S. sourcing events awarded to diverse suppliers (%)	–	24	3.7

Partners

Our efforts to foster a more equitable society depend on meaningful engagement with community-based organizations. We apply a DEI lens in all of our work with community partners. Our partnerships with Million Women Mentors (MWM) in Pakistan and Samhita-Collective Good Foundation (CGF) in India are just two examples.

Celebrating Million Women Mentors

Million Women Mentors (MWM) is the premier network dedicated to encouraging girls and women around the world to pursue, persist and succeed in STEM careers. The Pakistan MWM initiative aims to catalyze commitments to mentor 1 million women and girls in Pakistan by 2025.

In collaboration with the U.S.-Pakistan Women's Council (USPWC) and under the MWM initiative, S&P Global has mentored more than **12,000** women in Pakistan as part of our pledge to mentor 20,000 girls and women by the end of 2023. S&P Global was the first USPWC member to support the initiative, pledging in October 2019 to reach 20,000 women and girls to advance women's participation and leadership in science, technology, engineering and mathematics (STEM) careers.

More than **150** S&P Global mentors in Pakistan delivered more than **190** sessions on STEM and other diverse topics and volunteered more than **870** hours. The MWM initiative provided critical support to women during COVID-19, supporting Pakistani women's economic resilience.

“ Our philanthropic efforts seek to honor the uniqueness of the communities where we live and work, allowing more people to build wealth and experience economic security.”



Alyson Genovese
Vice President, Global Head of
Corporate Responsibility

Bringing Financial Inclusion to India's Women Entrepreneurs

To help support India's informal workers struggling to recover their livelihoods since the onset of the global pandemic, S&P Global has partnered with Samhita-CGF and India's Self Employed Women's Association (SEWA) to provide returnable grants for small entrepreneurs. Through the [REVIVE Alliance](#), these entrepreneurs – especially women – are supported with timely, affordable and easily accessible capital, fostering economic recovery, resilience and growth.

Returnable grants act as a 0% loan with no legal obligation, which women artisans and street vendors have invested in buying raw materials for their businesses. The initiative supports 700 women, including 500 artists and 200 street vendors across Gujarat.

Building on this success, S&P Global India is currently partnering with Samhita-CGF to provide working capital support for marginalized entrepreneurs and farmers through a Returnable Grant. This 24-month partnership, beginning in 2022, is spread across two projects with Access Livelihoods Consulting and Mann Deshi Foundation. Leveraging the multiplier effect of a Returnable Grant, we intend to reach the following impact:

- **3,000 to 3,800** women micro entrepreneurs from locations across Maharashtra are expected to have access to returnable grants over a two-year period.
- **1,100** women farmers from Kodangal, Telangana, who are undertaking conventional industrial mono-crop-based agriculture and are now transitioning to organic farming, are expected to access returnable grants over two years.

Philanthropy

Our investments in corporate citizenship help drive the development of inclusive and resilient economies, leaving no one behind. We leverage a variety of assets, such as the S&P Global Foundation, employee volunteer programs and our products and services, to provide access to tools and resources, providing opportunity for individuals, families and communities.

In 2022, upon the completion of the merger, S&P Global evolved its philanthropic strategy to align with three key topics: diversifying technology and data, creating environmental resilience and building thriving communities. We also made a deliberate decision to embed DEI as an explicit, core component of each focus area, to build upon and strengthen our commitments.

Philanthropy at S&P Global

S&P Global accelerates progress. Our philanthropic investments help drive the development of inclusive and resilient economies, leaving no one behind.



Diversifying Technology and Data

We work to diversify the technology and data sector by funding job training and placement opportunities for individuals from underrepresented communities.



Creating Environmental Resilience

We help vulnerable communities adapt to new climate realities and prepare for and rebound from climate-related disasters.



Building Thriving Communities

Together with our employees, we support communities worldwide by addressing local needs and respecting the uniqueness of every community where we live and work.

S&P Global Foundation

The S&P Global Foundation strives to magnify the impact of our philanthropy by connecting the knowledge and skills of our people worldwide with societal needs. It also supports global disaster relief efforts aiming to drive the development of inclusive and resilient economies. Its current areas of focus include diversifying technology and data and creating environmental resilience.

The S&P Global Foundation is governed by a seven-member Board of Directors, who represent a cross section of skills, geographies and perspectives. We are leveraging our newly endowed funding model with the \$200 million endowment from S&P Global, and taking steps to position the Foundation for the greatest impact in the future.

With the support of the Foundation Board, it has updated its strategic focus areas to increase alignment with our enterprise philanthropic philosophy. Moving forward, the Foundation’s programs will center on diversifying technology and data and creating environmental resiliency. Through diversifying tech and data, it will support job training and placement opportunities for individuals from underrepresented communities. Its environmental resiliency efforts will help vulnerable communities to prepare for and adapt to climate realities and climate-related disasters. Equity and justice are cornerstones of both focus areas, as the ultimate objective is to drive inclusive and resilient economies for all.

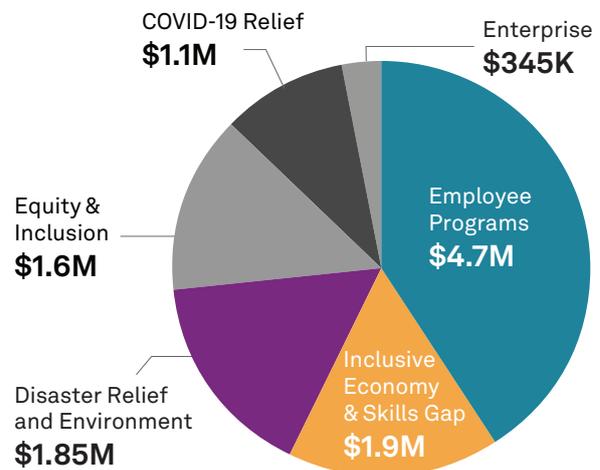
For more information about S&P Global Foundation and our philanthropic efforts, please visit the [Foundation website](#) and read our [2022 Impact Report](#).

New S&P Global Foundation Grantees Advancing DEI

Trust for Public Land – Funding supported the New York City Community Schoolyards program to contribute to the opening of five schoolyards serving 29,000 people, 99% of whom were people of color. Of this supported group, 77% were also from low-income backgrounds and 650 were students with disabilities. By transforming asphalt playgrounds into green spaces, the projects improve student education outcomes, community health and climate resiliency.

OutRight International – Funding supported From the Margins to the Center – LBQ (Lesbian, Bisexual and Queer) Women in International Movements and Space. This project includes capacity-building trainings for new and emerging leaders, mentorship, project incubator grants and promotion of LBQ women speaking engagements to advance advocacy.

2022 S&P Global Foundation Giving



S&P Global Foundation Board Demographics



People Engagement and Volunteerism

S&P Global's impact in the community is powered by our people. Through our colleague engagement programs, our people champion, engage and advance our commitment to an inclusive economy where everyone has equal opportunity – what we call “Building Thriving Communities.”

All colleagues are provided with 40 hours paid leave for volunteer service with the organization of their choice, team volunteer grants of \$1,500, a \$5,000 matching gifts program and a \$500 grant to a nonprofit partner where the employee volunteers more than 25 hours annually.

Volunteerism is a powerful way for our colleagues to connect with each other and give back to organizations that are meaningful to them. Over a given year, our colleagues contribute an average of 20,000 hours volunteering globally.

Additionally, all our People Resource Groups (PRGs) are provided with budgets to design and implement their own employee volunteer initiatives. In 2022, PRGs around the world hosted **50** projects.

Our PRG Volunteer Projects

In 2022, more than 1,900 of our colleagues participated in 284 volunteer events worldwide. These included 414 colleagues who donated 1,809 hours to 50 projects as part of the efforts of the People Resource Groups. Some project highlights include:

United States: Skills for Cities

Together with our partner Common Impact, S&P Global colleagues spent the day with New York-based nonprofits working at the intersection of climate justice and racial equity. Specifically, our people worked with The Climate Mobilization, Trust for Public Land, Latin American Coalition and the Dan River Basin Association to tackle a core business challenge (e.g., in marketing, HR, technology, operations, program design or another area) to help the nonprofit advance its mission.

Hong Kong: Upcycling Workshop with Underrepresented Children

Our people collaborated with [HandsOn Hong Kong Limited](#) to enhance social integration with people from other cultures. Colleagues worked with young people to make Chinese lanterns from recycled materials and played games to learn more about the Mid-Autumn Festival as part of Chinese culture. The group then donated treats and educational materials to promote further learning and encourage racial harmony.

Singapore: IT Literacy with Daughters of Tomorrow

Ten of our people donated 20 hours to Daughters of Tomorrow's IT Literacy Program. Daughters of Tomorrow's mission is to facilitate livelihood opportunities for underprivileged women, support them in achieving financial independence and enable social mobility for their families. The IT Literacy Program provided training in basic computer skills, including Microsoft Word and Excel.

Moving Forward Together

As we look to 2023 and beyond, S&P Global remains firmly committed to continuing to drive DEI for our people, our customers and our communities. Our newly combined company is united around our shared purpose and People First philosophy. In the coming year, we will advance DEI by:

- Building on our enterprise- and division-level DEI strategies with an increased regional lens.
- Expanding partnerships for diverse recruiting.
- Strengthening our culture of inclusion and belonging.
- Further investing in DEI learning and development.
- Evolving our DEI governance and operational practices.

Accelerating meaningful progress requires intentional actions and a high level of accountability. We are committed to advancing our DEI efforts and continuing to disclose and report with transparency.

This inaugural DEI Report is an important milestone for our newly combined organization, and we look forward to continuing to share our growth and progress.

