

2019 Scorecard Goals

The IHS Markit scorecard is our commitment to the integration of sustainability practices inside our internal corporate functions. We update our goals and progress on an annual basis.

<p>55,000 Community impact</p> <p>Employees contribute at least 55,000 volunteer hours in their communities using their annual quota of paid time off for volunteering</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>72 Employee satisfaction</p> <p>We conduct our anonymous employee engagement survey three times each year. Our goal is to increase our score from 71 to 72</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>30 Customer satisfaction</p> <p>Net Promotor Score (NPS) is a common measure of customer satisfaction. Our goal is to achieve an NPS of 30</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 
<p>30% Inclusion</p> <p>Increase percentage of female directors on our board from 25% to over 30% by 2021</p>	<p>5 GENDER EQUALITY</p> 	<p>100% Business ethics</p> <p>100% of our employees complete our Code of Conduct training</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>100% Data security & privacy</p> <p>100% of employees complete our annual Data Security and Acceptable Use training</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 
<p>50% Human capital development</p> <p>Develop and launch an early career program with a target of 50% female recruits</p>	<p>5 GENDER EQUALITY</p> 	<p>100% Renewable energy</p> <p>As part of RE100 commitment, source 100% of global office electricity from renewables by 2020</p>	<p>13 CLIMATE ACTION</p> 	<p>54% Green hotels</p> <p>Increase the proportion of employee hotel stays at green hotel properties to 54%</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 

2018 Scorecard Progress

Goal	Result
Community impact - employees contribute 48,000 volunteer hours around the globe with 100% of our standard offices contributing to this goal	51,969 volunteer hours (108%)
3rd-party assessments - maintain our standing on the Dow Jones Sustainability Index	Ranked in 74th percentile in professional services sector
Data security & privacy - establish an executive business security board. Extend security governance and risk & compliance, reinforcing security responsibilities across the enterprise with alignment towards ISO 27001	Completed
Customer satisfaction - convert all Touchpoint customer surveys to new methodology based on Customer Effort Scores and establish a baseline score	Completed
Business ethics - 100% of our employees complete our Code of Conduct training	97%
Inclusion - rollout HeForShe initiative in our larger offices with the goal of reaching at least 50% of our employees	32% representing over 4,100 employees
Inclusion - women make up at least 50% of our interns in our 2018 summer intern program	51%
Workplace health & safety - develop a global workplace anti-violence program	In progress
Sustainable design - incorporate sustainable design in 33% of the projects we undertake in 2019	33%
Green hotels - increase the proportion of employee hotel stays at green hotel properties to 50%	52%
Lease language - include language in 20 new lease agreements that obliges property manager to provide building environmental metrics	80% (16/20)
RE100 commitment - source 100% of office electricity from renewable by 2020	In progress
Vendor management - incorporate environmental and social impact questionnaires into our vendor management onboarding platform	In progress