








# 2020 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. Goals marked (\*) are part of 2020 CEO objectives that cascade down to our executive team's performance objectives.

<p>55,000*</p> <p>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<sup>1</sup></p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>72*</p> <p>Employee satisfaction</p> <p>We conduct our anonymous employee engagement survey three times each year. Our goal is to achieve a score of 72 or more</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>30*</p> <p>Customer satisfaction</p> <p>Net Promoter Score (NPS) is a common measure of customer satisfaction. Our goal is to achieve an NPS of 30 or more</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 
<p>Statement</p> <p>Inclusion &amp; diversity</p> <p>Publish 1<sup>st</sup> inclusion and diversity statement which states commitments and goals and operationalizes our gender diversity goals</p>	<p>10 REDUCED INEQUALITIES</p> 	<p>80%*</p> <p>IHS Markit Academy</p> <p>The Academy is the home for employee learning and career development at IHS Markit. Our goal is for 80% employee engagement in the program</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	<p>100%</p> <p>Compliance training</p> <p>100% of employees complete ESG trainings: Code of Conduct, Data Security and Acceptable Use, SOX, privacy, and anti-discrimination training</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 
<p>50%</p> <p>Environmental goals</p> <p>More than 50% of our standard offices set an office-level environmental goal for reduction of waste or energy usage</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>100%</p> <p>Renewable energy</p> <p>As part of RE100 commitment, source 100% of global office electricity from renewables by 2020 for our standard offices</p>	<p>13 CLIMATE ACTION</p> 	<p>SASB</p> <p>Reporting framework</p> <p>Incorporate the SASB reporting framework for disclosure of material, non-environmental ESG performance metrics</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 

<sup>1</sup>55,000 volunteer hour community impact goal is on hold due to COVID-19

# 2019 Scorecard - Progress

2019 Goal	Result
<b>Community impact</b> - employees contribute 55,000 volunteer hours around the globe with 100% of our standard offices contributing to this goal	57,105 volunteer hours (104%)
<b>Employee satisfaction</b> - we conduct our anonymous employee engagement three times during the year. Our goal is to increase our score from 71 to 72	72
<b>Customers satisfaction</b> - Net Promotor Score (NPS) is a common measure of customer satisfaction. Our goal is to achieve an NPS of 30	23
<b>Inclusion</b> - Increase percentage of female directors on our board from 25% to over 30% by 2021	33% (in 2020)
<b>Business ethics</b> - 100% of our employees complete our Code of Conduct training	96%
<b>Data security &amp; privacy</b> - establish an executive business security board. Extend security governance and risk & compliance, reinforcing security responsibilities across the enterprise with alignment towards ISO 27001	94%
<b>Human capital development</b> - Develop and launch an early career program with a target of 50% female recruits	38.5% female (5% not disclosed)
<b>RE100 commitment</b> - source 100% of office electricity from renewable by 2020	Signed contracts for purchase of unbundled Energy Attribute Certificates in 2020 (in progress)
<b>Green hotels</b> - increase the proportion of employee hotel stays at green hotel properties to 54%	58%