



SASB Disclosure

2020

Service sector: Professional and commercial services

Reporting year: Data reported at end of fiscal year starting December 1 and ending November 30.

Purpose: IHS Markit reports our ESG impact using three main frameworks or standards: GRI, SASB and the UN SDGs. This document describes our non-financial performance using the SASB 2018 criteria for the professional and commercial services sector (Industry Standard - Version 2018-10).

Accounting and Activity Metrics

Topic	Description	SASB Code	IHS Markit Disclosure
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	Information Security Overview
Data Security	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Information Security Overview p 6-7
Data Security	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	(1) (2) (3) IHS Markit is committed to maintaining a culture that is focused on compliance and best practices to address data security and privacy that protects the confidential information of our customers and employees. Our ongoing efforts to continuously improve technical, organizational, and administrative controls provide a foundational capability to minimize risks for IHS Markit and its customers. There have been occasions when unauthorized parties have gained access to IHS Markit or customers' information. The details associated with any such events are confidential, and to

Topic	Description	SASB Code	IHS Markit Disclosure
			the extent that such events occurred, none rose to a level of materiality and all instances have been resolved.
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	<p>(1) For gender representation of global employees and executive management, see Table 1.</p> <p>(2) Racial/ethnic disclosure is coming soon as we are taking steps to increase employee participation in our voluntary disclosure surveys, see Table 2.</p> <p>Please see our website for a description of our policies and programs around diversity, equity and inclusion (DEI).</p>
Workforce Diversity & Engagement	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	See Table 3
Workforce Diversity & Engagement	Employee engagement as a percentage	SV-PS-330a.3	See Table 4 : IHS Markit conducts three employee engagement surveys per year consisting of two check-in/pulse surveys and one end-of-year annual survey that is scored. We use the percent favorable response and the average score (scaled to 100-points) for the question concerning employee satisfaction (eSat) - How happy are you working at IHS Markit? Scoring is based on a 1-5 scale ranging from Strongly Disagree (1) to Strongly Agree (5). For the eSat question, 0 = Not at all, 5 = Completely happy. Percent favorable includes scores of 4 or 5.
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	Business Code of Conduct
Professional Integrity	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	De minimis losses or no losses reported from 2017-2020.

Topic	Description	SASB Code	IHS Markit Disclosure
Employees	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	See Table 5 .
Employees	Employee hours worked, percentage billable	SV-PS-000.B	We do not track employee hours worked or percent billable; not relevant to our business model

Table 1. Global Gender Representation of IHS Markit Employees (2020)

	Female, count (%) [diff]	Male, count (%) [diff]	N/A*, count
Board of directors (includes CEO)	5 (38%) [+5%] {+1}	8 (62%) [-5%] {0}	---
Executive Management Team (includes vice chairman)	2 (20%) [+3%] {0}	8 (80%) [-3%] {-2}	---
Senior vice president	7 (18%) [+7%] {+3}	33 (83%) [-7%] {0}	---
Vice president / managing director	46 (21%) [+4%] {+10}	170 (78%) [-5%] {-4}	2
Executive director	147 (25%) [+1%] {+24}	441 (75%) [-1%] {+51}	1
All other employees (regular, fixed-term, intern, apprentice, temporary)	5,020 (36%) [+0.4%] {+241}	8,968 (64%) [-0.3%] {+288}	20
Total	5,227 (35%) [+0.5%] {+279}	9,628 (65%) [-0.4%] {+331}	23

*N/A = not available or not disclosed

(%) = percentage of females or males in job level category

[+/- percentage points] = percentage point increase or decrease compared to 2019

{+/- employees} = number of employees increase or decrease compared to 2019

Table 2. Racial/Ethnic Representation - United States (2020)

Type	Asian	Black or African American	Hispanic or Latino	White	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races (not Hispanic or Latino)	Not disclosed
Executive Management Team	---	---	---	10 (100%)	---	---	---	---
All other employees*	821 (15%)	223 (4%)	302 (6%)	3,081 (57%)	6 (0.1%)	21 (0.4%)	77 (1%)	843 (16%)

*~90% response rate

(%) = percentage of employees in category

Table 3. Employee Turnover Rates, % (2018-2020)

	2018**	2019	2020
Voluntary	12.6	11.2	6.4
Involuntary*	1.6	5.6	6.8

*Exits due to divestitures not included

**For 2018, data taken from 1 January 2018 to 30 November 2018 (does not include December 2017)

Table 4. Employee Engagement Scores (2017-2020)

	2017	2018	2019	2020
Percent favorable	66	71	75	84
eSat	69	72	74	79

eSat (employee satisfaction) - average score on a 100-point scale

Table 5. Number of Employees (2020)

Type	Full-time, count	Part-time, count
All Employees (regular, fixed-term, intern, apprentice, board)	14,615 {4.3%}	252 {-12%}
All Employees (temporary)	0	0
Contingent* (contractor, professional services, channel partner/dealer)	2,300 {-6.8%}	141 {-5.7%}
Total	16,915 {2.8%}	393 {-11%}

*contracted by third-party to work on IHS Markit premises

{percent difference from 2019}

Document management

Name	SASB Disclosure - 2020
Owner	Head of Sustainability
Applies To	ESG reporting
Date published	March 2021