



# SASB Disclosure

2019

**Service sector:** Professional and commercial services

**Reporting year:** All data reported for fiscal year 2019 (starting December 1, 2018) unless specified

**Purpose:** IHS Markit strives to report and understand our ESG impact using three main reporting 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
<b>Data Security</b>	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	<a href="#">Information Security Overview</a>
<b>Data Security</b>	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	<a href="#">Information Security Overview</a> p 6-7
<b>Data Security</b>	(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

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			the extent that such events occurred, none rose to a level of materiality and all instances have been resolved.
<b>Workforce Diversity &amp; Engagement</b>	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	(1) For gender representation of global employees and executive management, see <a href="#">Table 1</a> .  (2) Racial/ethnic disclosure is coming soon as we are taking steps to increase employee participation in our voluntary disclosure surveys, see <a href="#">Table 2</a> .
<b>Workforce Diversity &amp; Engagement</b>	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	See <a href="#">Table 3</a>
<b>Workforce Diversity &amp; Engagement</b>	Employee engagement as a percentage	SV-PS-330a.3	See <a href="#">Table 4</a> ; 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 - 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). Percent favorable is a score of 4 or 5.
<b>Professional Integrity</b>	Description of approach to ensuring professional integrity	SV-PS-510a.1	<a href="#">Business Code of Conduct</a>
<b>Professional Integrity</b>	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	De minimis losses in each of 2017 and 2019 and no losses in 2018.
<b>Employees</b>	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	See <a href="#">Table 5</a> .
<b>Employees</b>	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 (as of 30 November 2019)**

	Female, count (%)	Male, count (%)	N/A*, count
<b>Board of directors</b> (includes CEO)	4 (33%)	8 (67%)	---
<b><u>Executive Management Team</u></b> (includes vice chairman)	2 (17%)	10 (83%)	---
<b>Senior vice president</b>	4 (11%)	33 (89%)	---
<b>Vice president / managing director</b>	36 (17%)	174 (83%)	1
<b>Executive director</b>	123 (24%)	390 (76%)	1
<b>All other employees</b> (regular, fixed-term, intern, apprentice, temporary)	4,779 (35%)	8,680 (64%)	35
<b>Total</b>	4,948 (35%)	9,297 (65%)	37

\*N/A = not available or not disclosed

**Table 2. Racial/Ethnic Group Representation (%) (2019) - Coming Soon**

Type	Asian	Black or African American	Hispanic or Latino	White	Other	N/A*
<b><u>Executive Management Team</u></b> (global)						
<b>All other employees</b>						
<b>Total</b>						

\*N/A = not available or not disclosed

**Table 3. Employee Turnover Rates, % (2019)**

	2018**	2019
<b>Voluntary</b>	12.6	11.2
<b>Involuntary*</b>	1.6	5.6

\*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 (2017-2019)**

	2017	2018	2019
<b>Percent favorable</b>	66	70	75
<b>Average (100-point scale)</b>	69	71	73

**Table 5. Number of Employees (2019)**

Type	Full-time, count	Part-time, count
<b>All Employees</b> (regular, fixed-term, intern, apprentice, board)	13,993	283
<b>All Employees</b> (temporary)	0	4
<b>Contingent*</b> (contractor, professional services, channel partner/dealer)	2,456	149
<b>Total</b>	16,449	436

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

## Document management

Name	SASB Disclosure - 2019
Owner	Head of Sustainability
Applies To	ESG reporting
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