

2016 Sustainability Report

Working together to transform our world



Welcome

Working together to transform our world



“Sustainability is one of our five corporate goals. It is creating a sustainable, profitable company – one which allows us to do all the things we want to for our customers, communities, share owners, colleagues and vendors and to be able to measure our progress against the very best companies in the world. I’m proud of what we’ve accomplished and I know that we’ll continue to move forward together.”

Jerre Stead

Chairman of the Board and
Chief Executive Officer



“Sustainability is all about best practice. It’s about dealing with our people and our resources, both fairly and positively. Sustainability has been very important to our leadership team and it will continue to be in the future. We’re going to need to track our progress and constantly improve it. And through that process, we’ll be the best company that we can be.”

Lance Uggl

President



“Our success as a company is very tightly linked to the future of the world around us. Sustainability is about all of us working together with a sustainable mindset that solves problems for customers, provides a great place for our colleagues, protects our environment, and creates tangible value for society while delivering strong, sustained shareholder returns.”

Jane Okun Bomba

Executive Vice President

 [WATCH LEADERSHIP VIDEO](#)

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Introduction

Sustainability and The New Intelligence

The year 2016 was transformational for our company and for the global community of organizations committed to corporate sustainability.

We merged two proven leaders, [IHS and Markit](#), in order to form a new information powerhouse capable of providing even greater value to our customers and the industries and markets that drive global economies. Now we are connecting interdependent datapoints across a host of industries and disciplines to reveal insights that enable our customers to make smart, confident decisions. We call it The New Intelligence.

IHS Markit immediately adopted sustainability as one of our five corporate goals. We also emerged as a frontrunner in addressing sustainability issues from a new perspective. Our unique ability to look at business information in a holistic way – to leverage The New Intelligence – provided us with a natural advantage when tackling economic, environmental and social sustainability challenges through a new global framework – the United Nations Sustainable Development Goals (SDGs).

In early 2016, we started addressing Sustainable Development Goal priorities on behalf of industry leaders and communities worldwide as well as across our own organization. We are proud of our colleagues' commitment to local sustainability projects, contributing more than 35,000 hours of volunteer time worldwide, as well as the broad recognition that IHS Markit has earned as a company – for example, being included in the North American Dow Jones Sustainability Index for the fourth consecutive year. In addition, our unrelenting focus on putting Customers First resulted in us receiving our highest ever Customer Delight score in an annual third-party survey.

In this report, you can learn more about how our new company made unprecedented advances in [Corporate Sustainability](#) during 2016 and how we intend to reach new heights in 2017.



- EcoVadis 2016 – Silver rating
- Newsweek Green Rankings 2016
- Corporate Responsibility Magazine's 2016 Most Responsible Companies
- Corporate Responsibility Magazine's 2016 Ladder Awards List – TOP 50 companies that climbed the most rungs in the Russell 1000

For a complete list of rankings and awards, [click here](#).

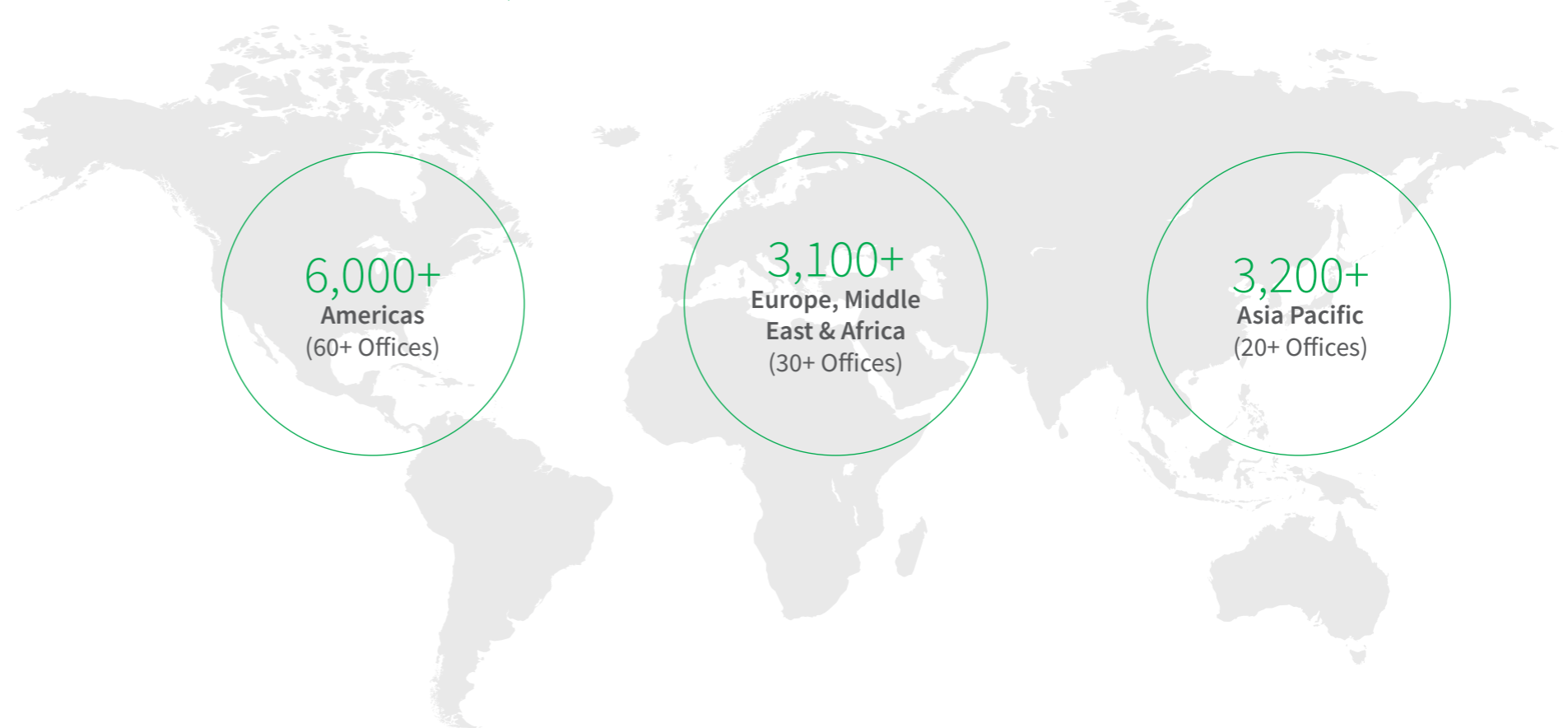
Profile

A global business information powerhouse

WHO WE ARE

Formed in 2016 through the merger of IHS and Markit, our company serves industry leaders worldwide. IHS Markit's global operations provide both international perspective and first-hand regional insights with over 130 offices across six continents and a workforce that speaks more than 50 languages. IHS Markit (Nasdaq: INFO) is headquartered in London.

12,300+ colleagues in 34 countries including...



Profile

A global business information powerhouse

WHO WE SERVE

IHS Markit partners with leaders in business, finance and government, providing solutions that combine information, analytics and expertise so decision makers can apply higher-level thinking to daily operations and global strategies. Leaders from more than 50,000 organizations in 140+ countries rely on IHS Markit.

Serving **50,000+** customers in **140+** countries including...

>85%
of the Fortune
Global 500

>75%
of the Fortune
US 1000

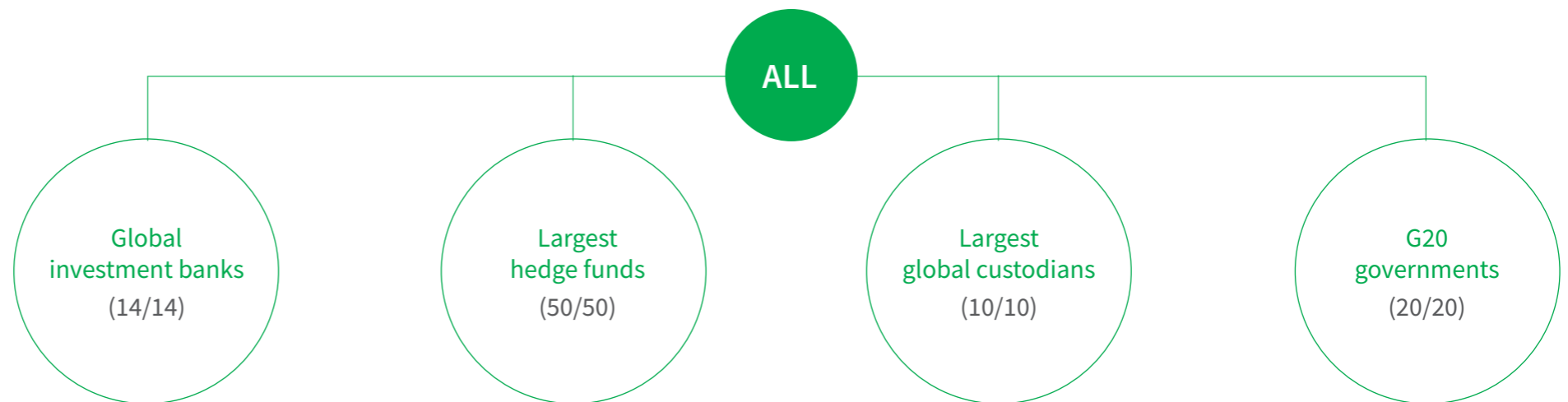
94/100
Largest US
corporates

46/50
Largest global
asset managers

49/50
Largest
US banks

10/10
Largest global
automotive
companies

49/50
Largest global
oil companies



Profile

A global business information powerhouse

WHAT WE DELIVER

Addressing strategic challenges with interconnected expertise, IHS Markit delivers on the promise of The New Intelligence by providing leaders from multiple industries with the perspective and insights they need to make the best choices and stay ahead of their competition.



Approach

Our strategy to advance the Sustainable Development Goals

On 1 January 2016, the [United Nations Sustainable Development Goals](#) (SDGs) of the 2030 Agenda for Sustainable Development officially came into force. Over the next 15 years, countries will use SDGs to mobilize efforts to end poverty, fight inequality, tackle climate change and more.

In 2016, IHS Markit adopted the Sustainable Development Goals as a key global framework for corporate sustainability efforts. These 17 SDGs providing a unifying approach to guide, identify, assess and measure the impact of our sustainability actions.

At IHS Markit, we address SDGs from three perspectives:




- How we engage with customers – providing solutions that combine information, analytics, and expertise and technology to help decision makers in business, finance and government achieve their goals
- How we operate and support colleagues – monitoring our impact on the environment, ensuring that our processes are ethical and transparent, and that we support an equitable, diverse workforce in all of our offices
- How we interact with communities – proactively sharing our time, talent and resources to benefit society and expand our impact advancing progress in support of a number of SDGs



IHS Markit has adopted a clear approach to the U.N. Sustainable Development Goals.












Approach

What it means to you	What it means to our company	How we measure our success
<p>Focus on specific customer needs supporting the Sustainable Development Goals</p>	 <p>How we engage with our customers Helping our customers address global challenges with IHS Markit expertise</p>	<ul style="list-style-type: none"> - Customer Delight score - Customer feedback - Advancing the Sustainable Development Goals
<ul style="list-style-type: none"> - Live Well: Health and wellness program, great place to work - Live Wise: Meaningful learning and development offerings - Live Green: Eco-efficient facilities and operations 	 <p>How we operate and support colleagues Attention to environmental impact, ethical and fiscal responsibility, transparency and operational excellence, supporting an equitable, diverse and inclusive workplace</p>	<p>External recognition:</p> <ul style="list-style-type: none"> - Dow Jones sustainability Index (DJSI), FTSE4Good and others - Colleague engagement and success related to Live Well, Live Wise and Live Green - Advancing the Sustainable Development Goals
<ul style="list-style-type: none"> - Office-based and team events - Volunteer time off benefit - Individual and campaign-related giving - Strategic partnerships for impact 	 <p>How we interact with our communities Offering our time, talent and resources for the benefit of society</p>	<ul style="list-style-type: none"> - Colleague volunteer hours - Office participation in volunteer events - Meaningful impact - Advancing the Sustainable Development Goals

Scorecard – 2016 Progress

At IHS Markit, we update our sustainability goals each year and report on progress in relation to our targets. Below you can see the outstanding advances that we achieved in many areas during 2016 as well as opportunities for improvement in 2017.

<p>100% Implementation of IT Service Management</p>  <p>IHS Markit continuously strives to improve our customers' experience so we wanted to provide a more efficient customer service platform. Our goal for 2016 was to have 100% execution on platform and process re-engineering efforts in our IT Service Management program.</p>	<p>97% Business Ethics</p>  <p>IHS Markit is committed to conducting business with integrity and in compliance with relevant laws, regulations, policies and procedures. Our goal for 2016 was to have 100% of colleagues complete IHS Markit Code of Conduct training.</p>	<p>75% Colleague Engagement</p>  <p>Engaged colleagues make IHS Markit a better place to work. Our goal for 2016 was to increase our Colleague Engagement score from 72% to 75%.</p>	<p>75% Customer Delight</p>  <p>IHS Markit measures Customer Delight through third-party customer surveys. Our goal for 2016 was to improve our score from 72 % to 74%.</p>
<p>88% Sustainable Design</p>  <p>Sustainable design remains a top criteria for IHS Markit in purchasing new and remodeling existing office spaces. Our goal for 2016 was for 50% of the projects we undertake in 2016 to include sustainable design.</p>	<p>Third-Party Assessments</p>  <p>IHS Markit participates in multiple third-party assessments. Our goal for 2016 was to maintain our standing on the Dow Jones Sustainability Index (DJSI) North America, MSCI and FTSE4Good indices and to be included in the DJSI World Index.</p>	<p>35,000+ Community Impact</p>  <p>IHS Markit colleagues share their time by volunteering in their communities. Our goal for 2016 was to share 25,000 hours, with 100% of all IHS Markit sites participating and contributing to this goal.</p>	<p>33% Green Travel Suppliers</p>  <p>IHS Markit continues to contract with and drive use of green travel suppliers. Our goal for 2016 was to increase the proportion of hotel stays that are green hotel properties from 5% to 20%.</p>
<p>27% Vendor Management</p>  <p>IHS Markit is reducing its total number of vendors as a means of focusing spending on strong partnerships and high performers. Our goal for 2016 was to reduce our number of suppliers by 35%.</p>	<p>Sustainable Events</p>  <p>IHS Markit recognizes the importance of sustainability performance in events. Our goal for 2016 was to establish a baseline of sustainability performance in IHS Markit events by implementing a Strategic Meeting Planning Platform (SMPP).</p>	<p>17 Occupancy Agreements</p>  <p>IHS Markit aims to include sustainability language in new lease agreements. Our goal for 2016 was to do this for 17 of our offices, an increase of 50% compared to 2015.</p>	<p>7.41% Vendor Diversity</p>  <p>IHS Markit supports small businesses. Our goal for 2016 was for 8% of total dollars subcontracted to be spent with small businesses that include those that are women-owned, service disabled veteran-owned, HubZone, small disadvantaged, Alaskan Native Corporations and Indian tribes.</p>


Scorecard – 2017 Goals

40,000
Community Impact



IHS Markit colleagues share their time by volunteering in their communities. Our goal is to share 40,000 hours, with 100% of IHS Markit sites participating and contributing to this goal.

67%
Customer Delight




IHS Markit measures Customer Delight through an annual third-party customer survey. Our goal is to achieve a score of 67% worldwide.

38%
Green Hotels




IHS Markit continues to contract with and drive use of green travel suppliers. Our goal is to increase the proportion of colleague hotel stays that are at green hotel properties from 33% to 38%.

Third-Party Assessments




IHS Markit participates in multiple third-party assessments. Our goal is to maintain our standing on the Dow Jones Sustainability Index.

Diversity, Inclusion & Belonging



Diversity and inclusion shape our business and empower our people. IHS Markit's goal is to implement a global strategy and identify key performance indicators with a focus on removing unconscious bias.

20
Lease Language



IHS Markit continues to prioritize having sustainability in lease agreements. Our goal is to have sustainability language included in 20 new lease agreements.

33%
Sustainable Design



Sustainable design remains a top criteria for IHS Markit in purchasing new and remodeling existing office spaces. Our goal is for 33% of the projects we undertake in 2017 to include sustainable design.

1,500
Electronic Vendor Payment



IHS Markit identified significant paper and printing costs associated with managing US vendors. Our goal is to migrate 1,500 US vendors to electronic payment to eliminate printing and paper costs.

4%
Cyber Security



IHS Markit colleagues support cyber security as a competitive advantage. Our goal is for 4% of colleagues to have volunteered to work as Ambassadors within their site or workgroup.

100%
Climate Action



Join the We Mean Business Coalition of companies. Sign on to RE100, a collaborative global initiative of influential business committed to sourcing 100% of electricity from renewable energy by 2020.

100%
Business Ethics



IHS Markit committed to conducting business with integrity and in compliance with relevant laws, regulations, policies and procedures. Our goal is to ensure that 100% of our colleagues complete Code of Conduct training.

Workplace Health & Safety



Workplace Safety and Security is a priority for IHS Markit. Our goal is to launch a new program to promote safety throughout our global operations.

Progress

HOW WE ENGAGE WITH CUSTOMERS

Working together with leaders in industry, government and nonprofit agencies, IHS Markit helps transform our world by harnessing the information, analytics and expertise that are required for effective decision making. Our breadth of intelligence enables IHS Markit customers and strategic partners to see critical points of inflection and developing trends that will impact their organizations in the future.

Some of the many examples of our shared success working together toward long-term Sustainable Development Goals worldwide include:

Helping cities drive sustainable growth with economic analysis – SDG 8, 10 & 11

As a [Platform Partner with 100 Resilient Cities](#) – Pioneered by the Rockefeller Foundation (100RC), IHS Markit assesses critical economic challenges and recommends potential paths forward for cities around the world. IHS Markit experts provide macroeconomic data and analysis through local workshops that help municipal decision makers and stakeholders understand broad economic trends and identify specific opportunities to support industry growth and job creation, as well as recognize ways to mitigate threats to regional competitiveness and business vitality.



Launching the Dell Women’s Entrepreneur Cities Index (#WE Cities) – SDG 5, 8, 10, 11 & 17

As part of their commitment to women in business, Dell decided to develop an index that looks at a city’s ability to attract and foster growth of women-owned firms. IHS Markit developed the framework for measuring how well global cities attract and support women entrepreneurs. With contributions from the Harvard Technology and Entrepreneurship Center (TECH), as well as feedback from women entrepreneurs, IHS Markit created unique city and gender-specific datasets that underpin the 2016 WE Cities Index and diagnostic tool. The Index became a focal point for events and high profile news reporting about this means to advise leaders and policy-makers on the economic strength women entrepreneurs contribute. The 2017 WE Cities will add 25 additional global cities.



Hosting CERAWeek and [Women in Energy](#) – SDG 5, 9, 11, 13 & 17

At the heart of the conversation with leaders in the energy industry, IHS Markit hosts the annual CERAWeek event that brings together the foremost experts and policy makers from around the globe to explore the latest advances and challenges of the modern energy economy. Two events during CERAWeek helped to advance the role of women in the energy industry. The Women in Energy reception promoted networking among the growing number of women. The Women Leaders Energy Dinner futhered dialogue among women who are in influential roles in the energy industry.



Tackling health and wellness challenges together – SDG 3 & 8

[The Partnership to Fight Chronic Disease \(PFCD\)](#), an internationally-recognized coalition of healthcare stakeholders, is committed to raising awareness of the toll that chronic disease has on individuals, families and society. IHS Markit produced a study for PFCD on the Burden of Chronic Illness at the US national and state level projecting the cost from 2016-2030 to be US\$ 42 trillion. In addition to reduced quality of life, premature mortality and reduced workplace productivity, chronic illness affects communities and governments financially. Working together, PFCD and IHS Markit experts reached governments, employers and others about policies and strategies to reduce prevalence of chronic disease.

Working together to assure resilient and sustainable infrastructure – SDG 9 & 11

IHS Markit is engaging with customers from a cross-industry group to explore how forces of change will interact and impact the future of automotive, chemicals, electrical power and oil industries through 2040. IHS Markit created [Reinventing the Wheel](#) as the focus of an ongoing process of interactive workshops that are more than a study or collection of scenarios. It leverages the in-depth expertise and cross-industry relationships of IHS Markit experts to uncover the new realities that ultimately influence global transportation and related infrastructure.



Improving the sustainability of the agriculture supply chain – SDG 2, 6 & 15

Field to Market: The Alliance for Sustainable Agriculture is addressing the challenges farmers face in balancing optimal productivity on US cropland with protecting natural resources. IHS Markit provided technical support, including publication of a report entitled, “Environmental and Socioeconomic Indicators for Measuring Outcomes of On-Farm Agricultural Production in the United States,” as well as development of the **Fieldprint® Calculator**, a free online tool which allows growers to measure field scale environmental impacts and operational efficiencies of commodity crop production, while identifying opportunities for continuous improvement. Field to Market’s program enables farmers and their supply chain partners to assess several key natural resource indicators, including biodiversity, energy use, greenhouse gas emissions, irrigated water use, land use, soil carbon, soil conservation and water quality. Thousands of farmers have entered their farm practice data to better understand their environmental footprint relative to national, state and local benchmarks. Field to Market’s Supply Chain Sustainability Program also enables sustainability claims by leading food manufacturers that are sourcing agricultural raw materials used in products offered to consumers.

Helping society rethink our approach to CO₂ emissions – SDG 9 & 17

The Carbon XPrize competition will address climate change, while creating new economic opportunities. Russell Heinen, a senior director and energy and chemicals expert at IHS Markit, is judging progressive rounds of the competition that will conclude in 2020. The goal is to develop breakthrough technologies that will convert CO₂ emissions from power plants and industrial facilities into useful products, such as building materials or alternative fuels. XPrize Foundation calls itself an innovation engine and a catalyst for the benefit of humanity. The goal of the US\$ 20 million global XPrize competition is to catalyze not just breakthrough innovation, but also the market opportunities that will allow those breakthroughs to succeed.



“It turns out that giving US\$ 20 million dollars away is expensive and complex.”

Russell Heinen
SR Director, OMDC

Managing and tracking carbon, water and biodiversity credits – SDG 6, 12, 13, 14, 15 & 17

Through our climate and carbon research capability and **Environmental Registry** and auctions, IHS Markit works on the front line with companies delivering solutions, implementing low carbon strategies and actively working towards a low carbon economy. Customers and partners include nongovernmental organizations (NGOs), governments, corporations, standards organizations and project developers with a shared interest in addressing their Sustainable Development Goals.

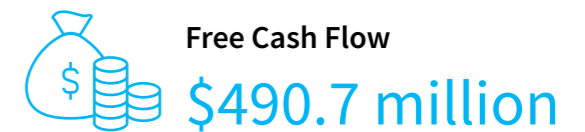
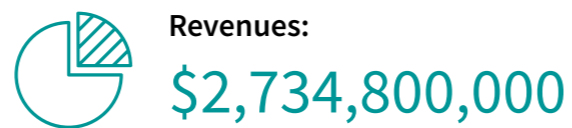


HOW WE OPERATE AND SUPPORT COLLEAGUES

Corporate Sustainability influences every decision about how IHS Markit operates as a responsible corporate citizen. To work together with others to transform our world, we believe that IHS Markit must lead by example. Respect for fundamental human rights is a cornerstone of our company's values and we are committed to the highest ethical conduct as outlined in the [IHS Markit Business Code of Conduct](#) and the [IHS Markit Human Rights Policy](#) in all aspects of business, including human rights, labor, environment and anti-corruption. IHS Markit is also a signatory to the World Economic Forum, [Partnership Against Corruption \(PACI\)](#). In addition to supporting the fundamental principles in the [Universal Declaration of Human Rights](#), we are committed to finding practical ways to apply those principles in our daily interactions with customers, operations and in our communities. We respect the protection of internationally recognized human rights and absolutely do not tolerate [modern slavery and human trafficking](#) in any part of our organization or supply chain.

The [IHS Markit Board of Directors](#) sets high standards for IHS Markit employees, officers and directors. Implicit in this philosophy is the importance of strong corporate governance policies and practices. IHS Markit has the following board-level committees: Audit, Human Resources, Nominating and Governance and Risk.

In 2016 for the fourth consecutive year, the company was named to the North American Dow Jones Sustainability Index (DJSI) and recognized for our sustainability performance by the following: FTSE4Good, MSCI Indices, The Civic 50, Human Rights Foundation Corporate Equality Index, Workplace Equality Index, CR Magazine most responsible company. We also demonstrate our commitment to sustainability through support of and participation in the: UN Women's Empowerment Principles, UN Global Compact, Global Reporting Initiative (GRI), CDP and others. Engagement with, and support of, these esteemed organizations and efforts, further illustrates our comprehensive and holistic approach to advancing sustainable business.



* Figures above are US Dollars.

IHS Markit has a proven track record for achieving strong and sustainable growth and [financial performance](#) supported by the centrality of corporate responsibility and a strong code of ethics. At the operational level, we have set annual goals for minimizing our environmental impact throughout daily operations, including our supply chain. Our global network of site sustainability champions and subject matter experts set local objectives and track progress. These frontline efforts are a key to achieving reliable results in environmental stewardship – both individually and collectively.



Careers and diversity at IHS Markit – SDG 5 & 10

In 2016, IHS Markit pledged to support the United Nations Women’s Empowerment Principles, and more recently, signed the CEO Diversity and Inclusion pledge, signifying the breadth and depth of commitment to reducing inequalities. IHS Markit is launching a global strategy in 2017 with a focus on removing unconscious bias. We are proud to be on the Workplace Equality Index and HRCs Corporate Equality Index, showing our continued progress and commitment to improvement in all areas of equality.

We have and support robust colleague affinity/resource groups to suit many populations including, but not limited to PRIDE – the LGBT community and its allies; women; parents; black employees and others. We look forward to the growth of our affinity networks as part of our overall long term, global diversity, inclusion and belonging efforts.

LIVE WISE – Investing in our people is key to company success and to colleague personal and professional growth. IHS Markit offers more than 1,000 formal and informal learning opportunities including facilitator-led training, self-directed e-learning, get abstract membership, language learning with Rosetta Stone in addition to tuition reimbursement and other blended learning opportunities.

LIVE WELL – IHS Markit offers a breadth of benefits to support health and well-being, and is intended to suit local needs and priorities. For example, we offer incentives for healthy choices, pet insurance, flexible work options, cycling to work and parental leave.

LIVE GREEN – IHS Markit is committed to doing our part in advancing a healthier planet. This includes tracking, measuring and managing waste, e-waste, energy and emissions. We implement energy-efficient practices and technologies where practicable, along with a commitment to incorporating sustainable facility design, using renewable energy sources, reducing greenhouse gas (GHG) emissions and increasing recycling. Examples of our shared success working together toward environmentally sound and sustainable operations include:



Global IT e-waste drive and donations – SDG 12

As part of our commitment to the environment, IHS Markit encourages responsible consumption through the reduction of waste and the use of recycling. Since 2012, we have diverted more than 20 metric tons of electronic waste from the company IT and colleagues’ personal technology. We also donate and repurpose older technology equipment as a primary step. Working together, we have donated more than 700 pieces of IT equipment (laptops, monitors, printers) to charities.

Greening the supply chain with EcoDesk – SDG 12 & 17

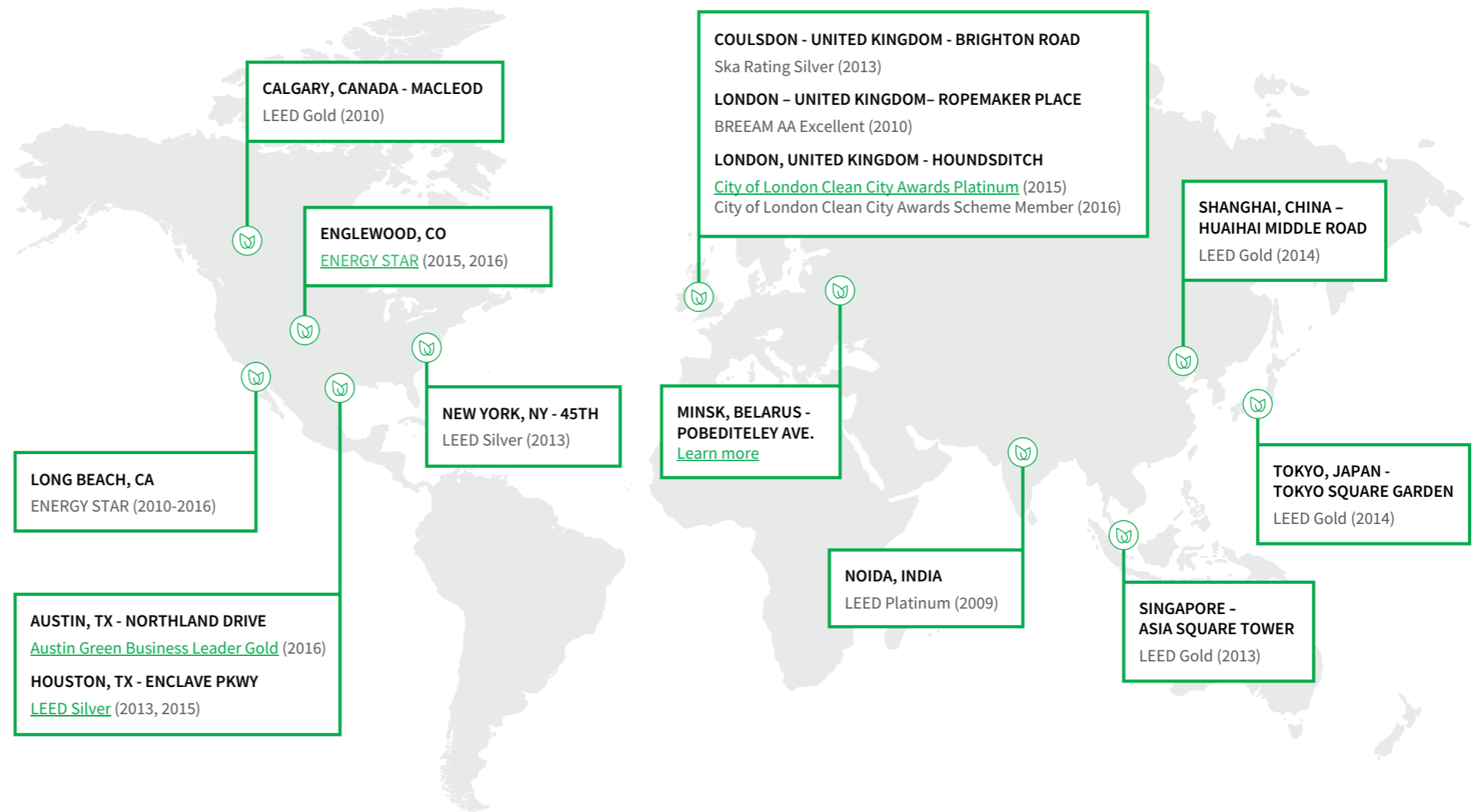
IHS Markit participates in the [Ecodesk](#) innovator program to accelerate supplier outreach and efficiently capture supply chain analytics on carbon, water and waste. In 2016, IHS Markit surpassed its goal for 70% registration by top suppliers on Ecodesk online, when 95% (143) of those companies registered and one third of that group (33% of the 143) provided visibility into their sustainability data. Armed with reliable [environmental metrics](#), IHS Markit can better partner with suppliers to help identify and reduce their impacts – ultimately supporting responsible consumption and production throughout the supply chain.



Greening corporate travel – SDG 12 & 17

With travel being one of our key areas of opportunity for reducing environmental impacts, we encourage and offer green options for travel, including green hotels and tracking emissions from air travel. Our 2017 goal is to increase the bookings of green business travel from 33% to 38%. In addition, IHS Markit has partnered with Trip Zero to offer a no cost emissions offset hotel booking option to colleagues for personal travel.

IHS Markit Sustainable Offices



HOW WE INTERACT WITH COMMUNITIES

When we talk about working together to transform our world, one of our company's top priorities is [support for local communities around the globe](#). IHS Markit corporate sustainability policies encourage all colleagues to be responsible corporate citizens by sharing time and talent to strengthen the communities where we work and live. IHS Markit provides colleagues three paid days of volunteer time off (VTO) to share with a select charitable cause. VTO also build teamwork and comradery among our colleagues and neighbors.

In recognition of colleague sustainability in action, IHS Markit colleagues are awarded [Kiva](#) credits. Many of the microfinance credits are used for loans to help end poverty in 83 countries throughout the world. US\$ 20,000 to date has been donated through Kiva.

In 2016, some of the disaster relief efforts IHS Markit colleagues supported included the devastating fires in Alberta, Canada; flooding in Houston, Texas; and help with the aftermath of Hurricane Matthew in Haiti. IHS Markit has partnered with the Red Cross for years to help address international disaster relief.

IHS Markit colleagues support 55 food banks in 33 cities in seven countries. In 2016, we contributed 7,640 pounds of food, 6,757 pounds of clothing and 4,048 units of books and school supplies.

Some of the [many examples of our shared success](#) working together to interact with communities worldwide include:

Splashing out on team paint-a-thons in Colorado from 2013 to present – SDG 1, 3 & 11

Brothers Redevelopment in Colorado has led initiatives assisted by teams of IHS Markit colleagues who provide hands-on support in the community. We have had great involvement in supporting, refreshing and refurbishing homes for people in need.

Ensuring access to clean water and sanitation worldwide – SDG 6

IHS Markit colleagues and their families actively take part in the Global 6K for Water with support from IHS Markit. Other local events take place throughout the year in local communities, including helping to build a clean water system in a school, cleaning beaches and other locally driven projects.

Supporting tree planting and donating trees around the world – SDG 13 & 15

IHS Markit is committed to planting 10,000 trees, as part of our Trees for Tomorrow initiative. Through colleague teams around the globe, we have been responsible for planting more than 8,000 trees from 2012 to present.

Fundraising to find a cure for childhood cancer – SDG 3

St Baldrick's Foundation funds the most promising childhood cancer research through volunteer support. More than 1,000 IHS Markit colleagues have participated in fundraising events for St Baldrick's and 104 have braved the legendary head shaving to raise funds. IHS Markit has partnered with St. Baldrick's for ten years , and have raised over US\$ 3 million.



Redesigning the Mountains to Miracles Veterans Foundation (MMVF) website – SDG1, 2, 3 & 4

MMVF identified a critical need to publicize their services for US military veterans through streamlining and modernizing their communications with their current and potential clients, as well as volunteers. IHS Markit colleagues used their web design skills to make the foundation’s website easy to find and easy for MMVF staff to update quickly.

Promoting STEM education with Girl Scouts in Texas – SDG 4, 5, 8 & 10

The annual science-based Girl Scouts Geosciences Career Day hosted by IHS Markit colleagues in Houston, Texas, for high school age girl scouts and children of IHS Markit colleagues promotes science, technology, engineering and math (STEM) education and careers. Colleagues with expertise in computer programming, physics, geophysics, geology, engineering and chemicals share their stories with the attendees.

Improving the employment outlook through free career training in Canada – SDG 4, 8 & 10

Students and professionals facing anticipated reductions and changes in number and kind of energy jobs attended complimentary Career Transition Training Programs provided by IHS Markit’s Calgary, Canada, office from 2015 to February 2016.

- More than 30 STEM classes offered using IHS Markit software solutions as training material
- 1,069 attendees, included university students, current customers and energy professionals
- Estimated value of IHS Markit’s community donation: US\$ 384,000

Supporting free healthcare in Bangalore – SDG 3

Since 2013, 799 Bangalore colleagues have volunteered a total of 5,561 hours at Sathya Sai Super Specialty Hospital which offers world-class healthcare to all totally free of charge.

IHS Markit supports and sponsors a wide range of community and educational programs – SDG 4, 8 & 10

IHS Markit has continually supported education for those in need through multi-year partnership with Open World learning, supporting their Opportunities through Technology program. IHS Markit is also a supporter of the Mexican institute for Greater Houston, which provides innovative educational programs to Hispanic, Asian and African American adults from vulnerable populations in the Greater Houston Area.

As part of our commitment to ethical conduct and good governance, IHS Markit is a proud sponsor of the Elevate Ethics: Ethical Leadership in American Business organized by the University of Denver’s Daniels School of Business Institute for Enterprise Ethics in 2016 and 2017. The Institute is dedicated to the integration of ethical, socially responsible and environmentally sustainable leadership practices into the fabric of corporate culture through collaboration among its faculty and business partners in creating and sharing knowledge needed to achieve that goal. Through these efforts, skilled educators, experienced practitioners and thoughtful board members provide the business community valued and consistent insight into profitable, ethical behavior.

Sustainability Snapshots



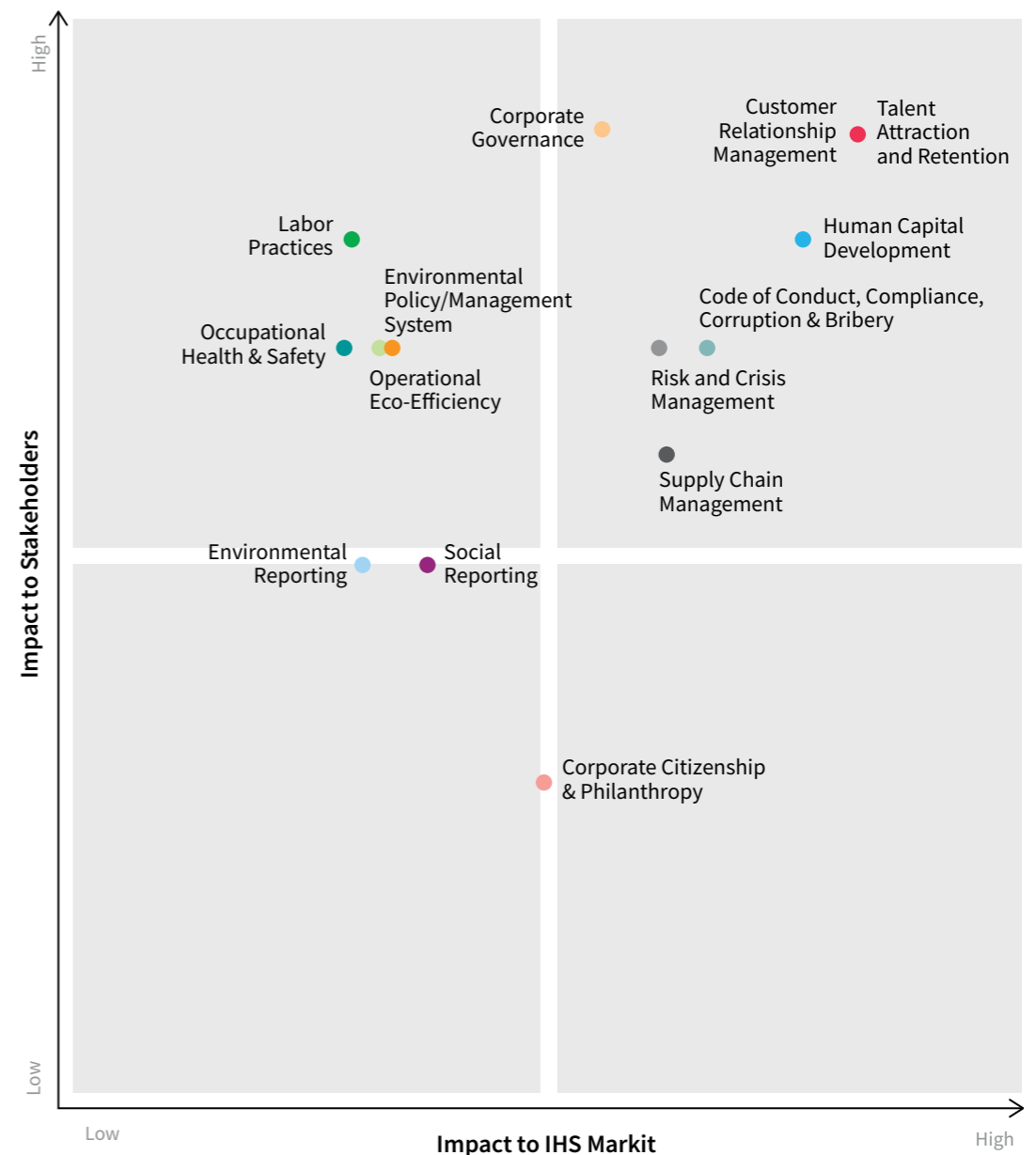
Appendices

MATERIALITY ASSESSMENT

We measure our success through several channels and by prioritizing key issues. Continuous improvement, impact and innovation requires that we remain flexible, while focused on the most material of issues and priorities. This assessment reflects changes in prioritization brought about by the merger of IHS and Markit in 2016.

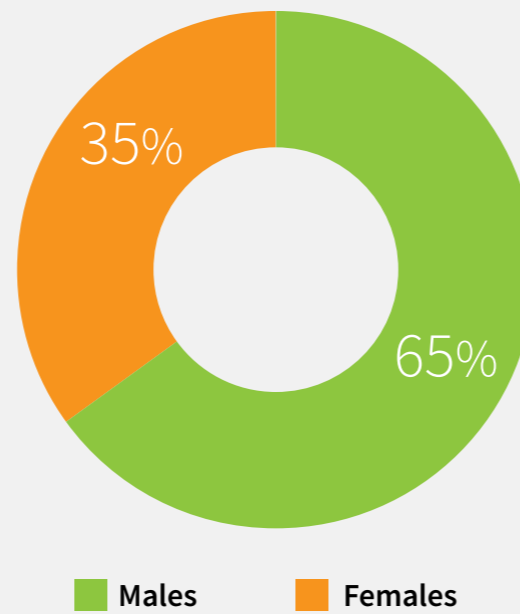
The evaluation of IHS Markit as a new entity is significant as it combines the priorities and stakeholders of both legacy companies. We take a comprehensive approach to receiving input from customers, colleagues, investors and vendors through surveys, investor days and quarterly calls. The resulting IHS Markit Materiality Assessment identifies and prioritizes business issues from the perspective of stakeholder concerns and potential impact on our business. Its purpose is to help investors identify the issues that have the greatest impact on our performance as IHS Markit.

The assessment chart and its related links illustrate the business rationale for prioritizing certain issues (supporting revenue growth, cost reduction, risk reduction), effectively linking materiality to long-term business planning. It offers insights into risk/opportunity analysis, product development and trend spotting. Through a sustainability lens, IHS Markit continues to identify, refine and assess the range of environmental, social and governance issues on the horizon. The methodology used here informs our company, strategy, targets, measurements and reporting at all levels.



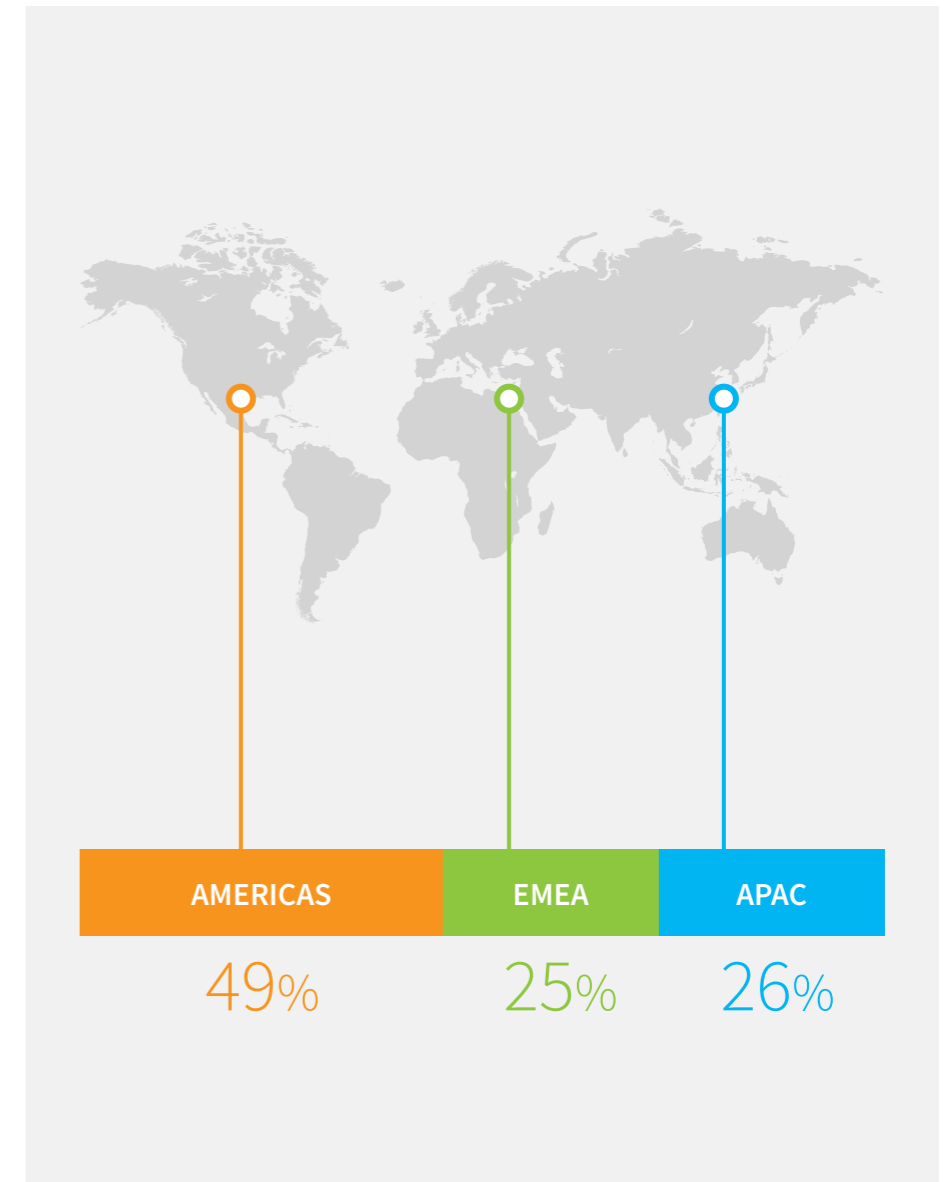
METRICS

OUR PEOPLE



- **Females** 35% of employees overall, including **28% of managers**
- **Males** 65% of employees overall, including **72% of managers**
- Global average **age 39 years**

GLOBAL DISTRIBUTION



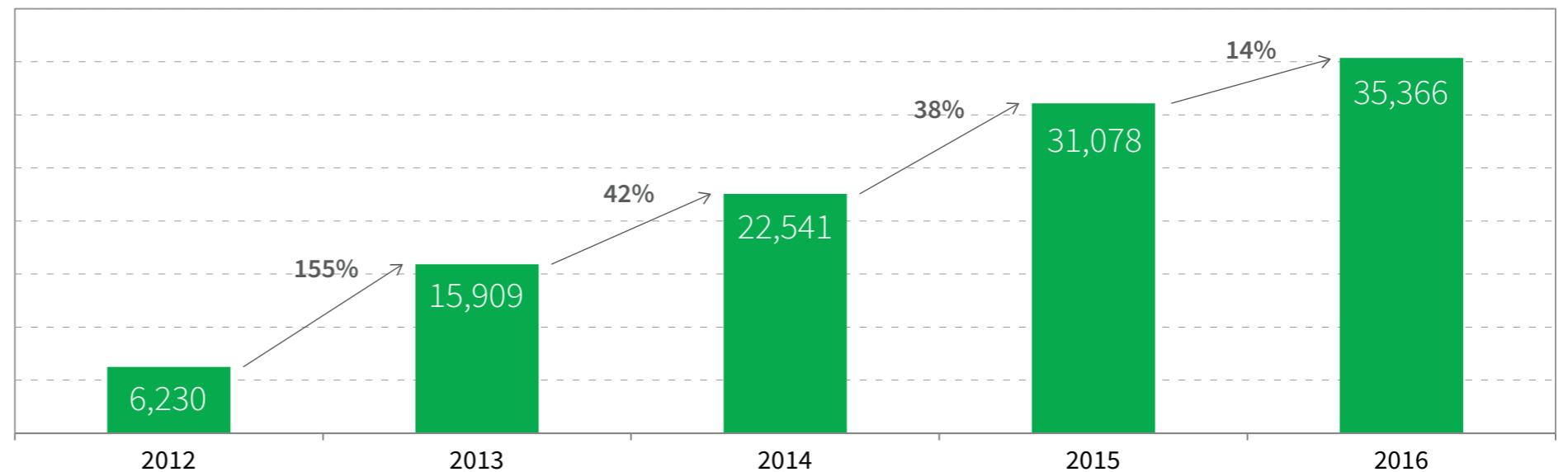
COMMUNITY DONATIONS

Community Donations	2016	2012-2016
Volunteerism (hours)	35,366	111,124
Monetary Donations (US\$)	\$746,037	\$3,749,037
InKind donations	336 million	822 million **
School Supplies (count)	2,671	20,413
Toiletries (count)	17,461	28,268
Medical Supplies (count)	303	1,666
Blood (units of blood)	128	1,166
IT Equipment Donations (count)	4	716
Office E-waste Recycle Drives (count)	3,281	48,291
Trees Planted (count)	1,213	3,647
Books (count)	1,377	5,369
Food Donated(lbs)	7,640	40,403
Clothing Donated (count)	6,757	24,347

* noting that data includes only 2014-2015

** that refers to the data range

VOLUNTEER HOURS



COMMUNITY METRICS 2016



Live Well

397 Organizations
28,630 Volunteer Hours
US\$ 526,939 Donated



Live Wise

126 Organizations
1,700 Volunteer Hours
US\$ 205,378 Donated

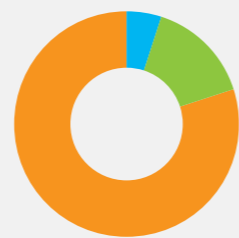


Live Green

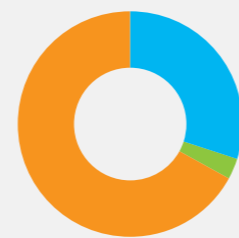
84 Organizations
5,036 Volunteer Hours
US\$ 13,720 Donated



Organizations



Volunteer Hours



Donations

Monetary donations include corporate donations and fundraisers

COMMUNITY DONATIONS 2012-2016



Volunteerism (hours)

111,124



Monetary (US\$)

3,749,037



School Supplies (count)

20,413



Books (count)

5,369



Medical Supplies (count)

1,666



Blood (units of blood)

1,168



Toiletries (count)

28,268



Clothing Items (count)

24,347



IT Equipment (count)

716

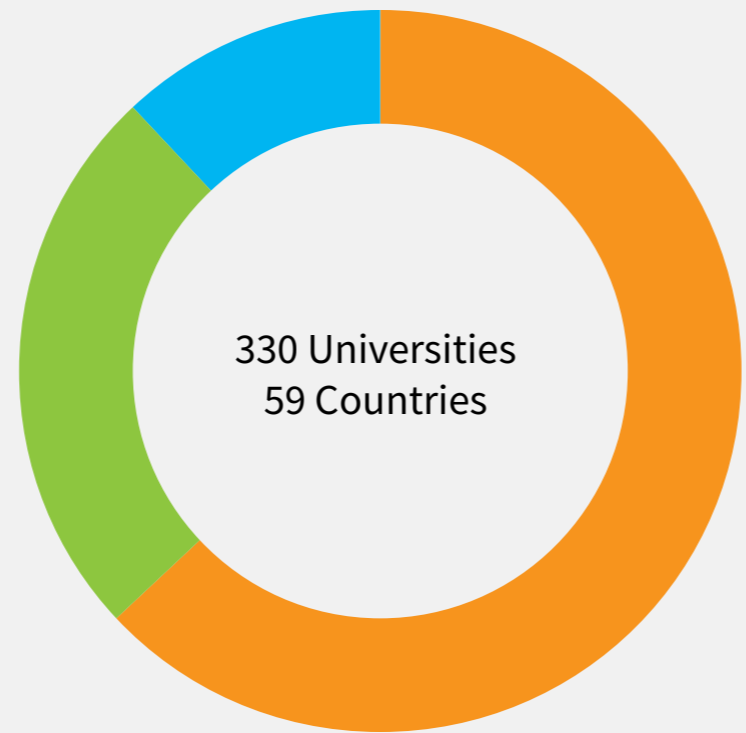


Food Donated (pounds)

3,647

IN-KIND DONATIONS

US\$ 336 million Total
34,281 User Licenses



 Americas	US\$ 217 million Donated 9 Countries 179 Universities
 EMEA	US\$ 77 million Donated 34 Countries 138 Universities
 APAC	US\$ 42 million Donated 16 Countries 43 Universities

SOCIAL/ENVIRONMENTAL METRICS

Fiscal Year	Headcount ^a	Revenue ^b	Landfill Waste	E-waste	Recycling
	Headcount	US\$ 1,000	Metric Tons	Metric Tons	Metric Tons
2016	11,717	2,734,800	497	40	345
2015	7,890	2,314,291	357	50	266
2014	7,783	2,230,794	459	26	345
2013	8,167	1,840,631	1176	30	633

Fiscal Year	Scope 1: Direct Emissions ^c	Scope 2: Office Electricity	Scope 2: External Data Centers ^d	Scope 3: Air Travel	Water Usage ^e
	Metric Tons CO ₂ e	Metric Tons CO ₂ e	Metric Tons CO ₂ e	Metric Tons CO ₂ e	Cubic Meters
2016	509	20,210	6,222	16,009	84,300
2015	501	17,244	2,112	12,076	74,531
2014	577	16,444	1,946	16,561	84,243
2013	566	18,823	1,609	14,331	81,710

^a Headcount on-site in IHS Markit offices

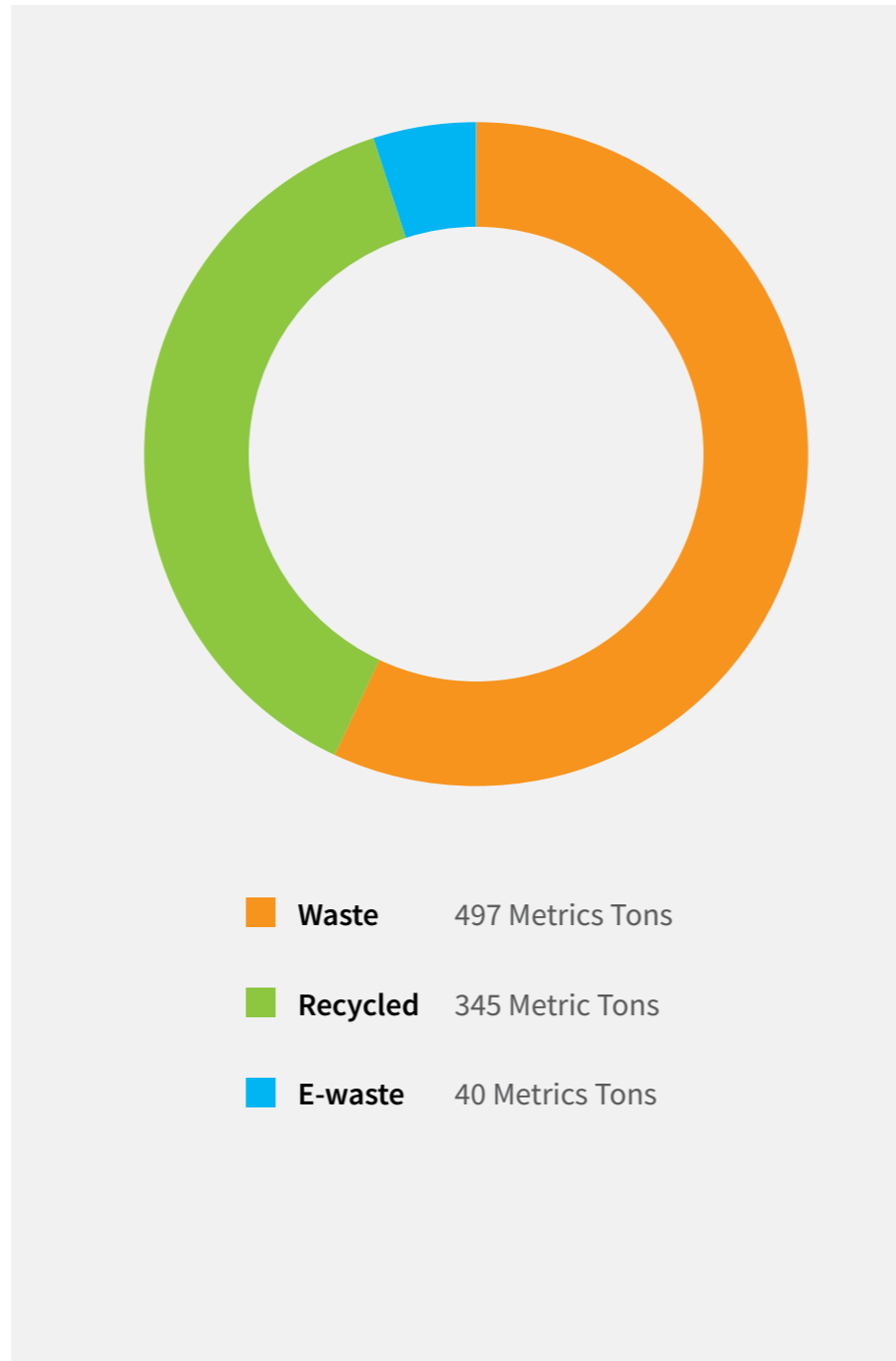
^b Revenue includes operations discontinued in 2015

^c IHS Markit owned office spaces only

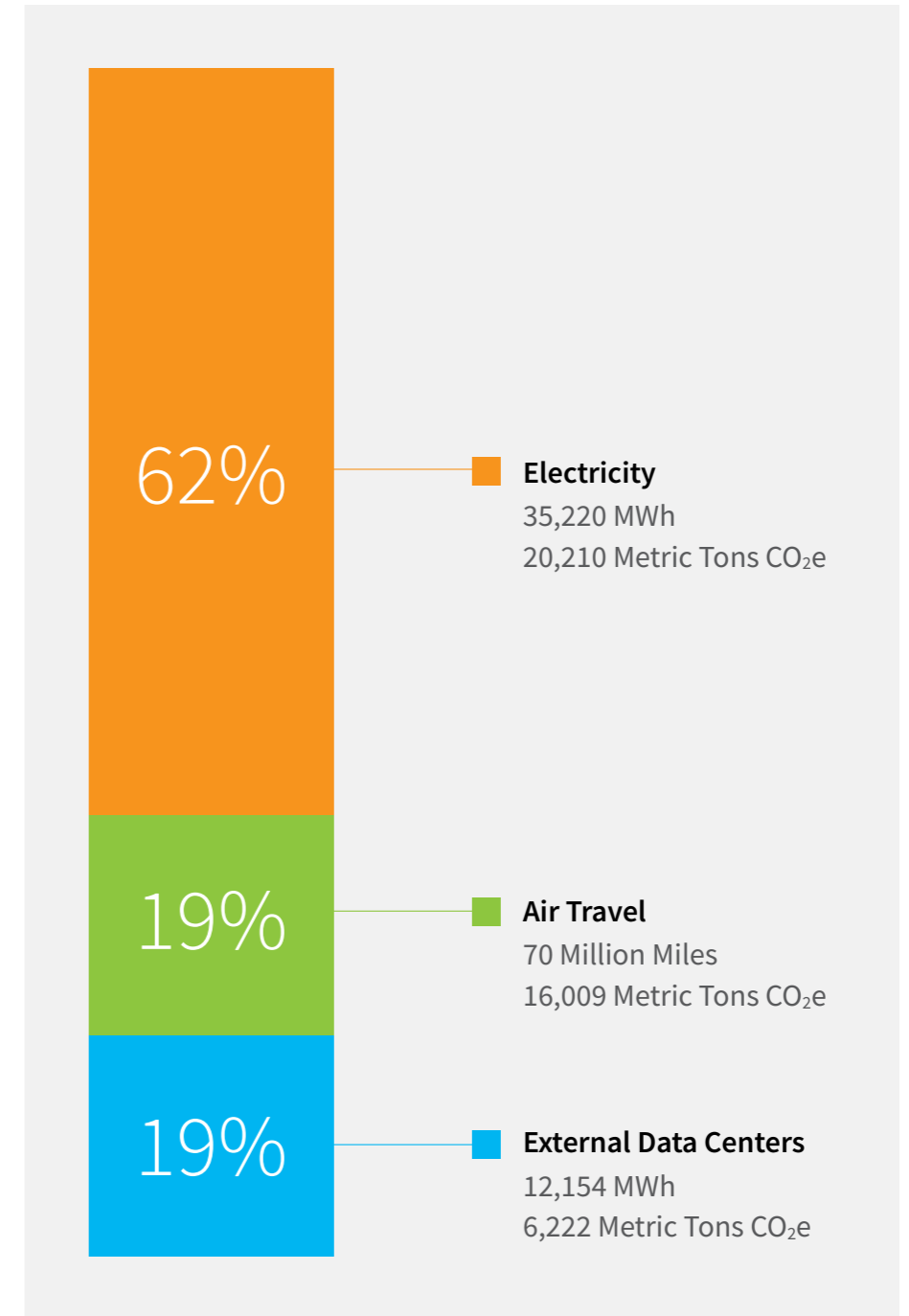
^d Based on power consumption

^e Potable water usage

WASTE PROFILE



ENERGY PROFILE



SCOPE AND BOUNDARIES

The metrics in this report are tracked in alignment with our fiscal year, which runs from December 1 to November 30. Metrics are collected for all offices in which we have operational control and reported when data is readily available and can be confirmed and/or accurately estimated. Total impacts are estimated using data representative of at least 75% of colleagues or office area where we have operational control.

IHS Markit reports greenhouse gas emissions (GHG), as follows:

- Scope 1 GHG emissions from wholly owned office spaces
- Scope 2 GHG emissions from wholly owned or partially owned global offices
- Scope 3 GHG emissions from air travel

Data Collection and Assurance

Data is collected each fiscal year and audited internally. We use an internal environmental metrics database where we track more than 50 key performance indicators (KPIs) in alignment with and based on the Global Reporting Initiative (GRI) G4 reporting guidelines. We are now in our seventh year of tracking environmental metrics, with improvements every year in the availability and access to information, and in our environmental performance.

Our EMS is managed centrally, with inputs from global “sustainability champions” who are leading local efforts at local offices. The environmental is entered and tracked in a 3rd-party sustainability reporting software named Scope 5. The data is then aggregated up to the regional or corporate level for quality control, audit and evaluation.

Additional companywide data such as office area and headcount is also entered and stored in the system by the responsible IHS Markit department using our secure intranet platforms and Scope 5. Data is visible to colleagues at all levels within IHS Markit as a means of facilitating information-sharing. The ability to input and edit data is password protected by the responsible IHS Markit department to ensure data integrity and is only accessible through the IHS Markit network until formatted and ready to publish externally. To ensure data reliability, only administrative owners can make final approvals and changes.

Our internal environmental data verification is led by two full-time data analysts, including a lead analyst who has an extensive background in environmental chemistry and data analysis. This team is responsible for quality control and assurance across key areas such as greenhouse gas emissions, operational office usage metrics and cross-functional environmental commitments. The Scope 5 software assists our quality control process by detecting data outliers, checking for completeness, and allowing us to easily audit our data.

Note: GHG emissions, as CO₂-equivalent, were estimated from publications of The Greenhouse Gas Protocol and The Climate Registry that include US eGrid and international emission factors.

SCOPE AND BOUNDARIES

Metrics	Units of Measure	Sources	Calculation Methods	Notes & Assumptions
Office Electricity	MWh, GHG emissions	Property manager Meter readings Utility bills (from vendor)	If not using meter reading, reported electricity usage is pro rata Cost per kWh (for specific region) may be used to estimate electricity usage When data was not available, we used energy unit intensity (EUI) figures for office buildings with greenhouse gas (GHG) emissions factors for electricity. The EUI figures come from the Commercial Buildings Energy Consumption Survey (CBECS)	Used published emission factors from The Greenhouse Gas Protocol and The Climate Registry for our US eGrid and international emission factors
Scope 1 Emissions	Therm, GHG emissions	Meter readings Utility bills (from vendor)	Used published emission factors from The Greenhouse Gas Protocol and The Climate Registry for our emission factors	Wholly owned office spaces only
Data Center Consumption	MWh, GHG emissions	IHS Markit IT department	Electricity usage calculated using power consumption Used published emission factors from The Greenhouse Gas Protocol and The Climate Registry for our US eGrid and international emission factors	Servers are running at maximum capacity, 24 hours a day, 365 days per year
Air Travel	Miles, GHG emissions	IHS Markit Travel department and our travel vendor	Used DEFRA/DECC's GHG Conversion Factors (July 2011)	
Landfill Waste and Recycling	Weight (Pounds)	Property manager Utility bills (from vendors) Sustainability Site Champion	Weight or estimated weight	If data is not available for the full fiscal year, the weight of waste is estimated using random sampling and extrapolation of this data for the whole year (actual and/or pro rata)
E-waste	Weight (Pounds)	IHS Markit IT department and our E-waste vendors	Weight or estimated weight	
Water Usage	Cubic meters	Meter readings Utility bills (from vendor)	Estimated from data at our corporate office only	Potable water usage only
Paper Usage	Weight (Pounds)	Sustainability Site Champion or Corporate Sustainability Department	Weight or estimated weight based on: paper purchased or count of paper printed	Paper usage measured as the amount of copier paper used If data is not available for the full fiscal year, the weight of paper usage is estimated using random sampling and extrapolation of this data for the whole year
Monetary Donations	US Dollars (US\$)	Sustainability Site Champion or Corporate Sustainability Department	Currency converted to US\$ using 12-month average of monthly balance sheet exchange rates	Includes both colleague and corporate donations
Other Community Donations	Hours, Count, Weight (lbs.)	Sustainability Site Champion	Estimated values used when exact number not available	Metrics reported for IHS Markit-sponsored or supported events only
Sustainability Awards	Count	Database on company Intranet	Count number of entries in database, by date	Includes award-winning nominations
Colleague Engagement	Percentage	Third-party survey administered to colleagues	Third-party colleague response analysis	Measure of highly-engaged colleagues
Customer Delight	Percentage	Third-party survey administered to customers	Third-party customer response analysis	Measure of customers that are delighted
Headcount, Office Area	Count, Square Feet	IHS Markit Workplace Resources and HR		Headcount does not include remote colleagues or all recent acquisitions

If you have questions about the 2016 sustainability report, please email sustainability@ihsmarkit.com

SCOPE AND BOUNDARIES

Metrics	Units of Measure	Sources	Calculation Methods	Notes & Assumptions
Office Electricity	MWh, GHG emissions*	Property manager Meter readings Utility bills (from vendor)	If not using meter reading, reported electricity usage is pro rata Cost per kWh (for specific region) may be used to estimate electricity usage	Used eGRID 2012 version 1.0 emission factors
Scope 1 Emissions	Therm, GHG emissions	Meter readings Utility bills (from vendor)	Used eGRID 2012 version 1.0 emission factors	Wholly owned office spaces only
Data Center Consumption	MWh, GHG emissions	IHS Markit IT department	Electricity usage calculated using power consumption Used eGRID 2012 version 1.0 emission factors	Servers are running at maximum capacity, 24 hours a day, 365 days per year
Air Travel	Miles, GHG emissions	IHS Markit Travel department and our travel vendor	Used DEFRA/DECC's GHG Conversion Factors (July 2011)	
Landfill Waste and Recycling	Weight (Pounds)	Property manager Utility bills (from vendors) Sustainability Site Champion	Weight or estimated weight	If data is not available for the full fiscal year, the weight of waste is estimated using random sampling and extrapolation of this data for the whole year (actual and/or pro rata)
E-waste	Weight (Pounds)	IHS Markit IT department and our E-waste vendors	Weight or estimated weight	
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ORGANIZATIONS WE SUPPORT

Live Well

CEO's YouthBuild Program	Croix Rouge	Down Syndrome Ireland
Cerebral Palsy (Spastic) Pulau Pinang	Crosslands Community Dinner	Dubai Water for Workers
Cerebral Palsy Education Centre	CUHK OTTO Wong Brain Tumour Centre	Dubai Blood Donation Centre
Charity Committee/ The Foodbank Packing	Cy-Hope Community	Dubai Wings for Life
Cheltenham Canoe Club	Cystic Fibrosis Canada	Dusseldorf Caritas
Child at Street 11	Daily Bread Food Bank	Dutch Kidney Foundation
Children of the World - Human Rights	Daini Ohisama Club	Dyrenes Beskyttelse
Children with Cancer UK	Dallas Filipino Lions Club	East End House Holiday Toy Drive
Children's Hearts UK	Dallas Fort Worth Labrador	Emmy's Hope Rescue
Children's Hospital Colorado	Retriever Rescue Club	Essener Firmenlauf
Children's Medical Center	Dame Vera Lynn Children's Charity	Family Giving Tree
China Disabled Persons' Federation	Danish Youth Red Cross	Feed My Starving Children
Ciapkowo	Daughters of Tomorrow	Feed The Homeless
Circles of Mercy	De Voedselbanken	Feeding Hong Kong
City Harvest	De Volksbond	Fishes and Loaves
CLAN Cancer Support	De Weggeefwinkel	FIT For Charity
Columbia Lighthouse for the blind	Delete Blood Cancer	Fliedner Krankenhaus Ratingen
Community Chest	Denver Dumb Friends League	Flüchtlingshilfe Karben
Community Food Share	Denver Rescue Mission	Folds of Honor
Community Foods Initiative North East	Deseret Industries	Food Angel
Cordaan	Devoted Barn	Food Bank for New York City
Covenant Cupboard Food Pantry	DFW Labrador Retriever Rescue	Food Bank of the Rockies
Covenant Heights Camp & Retreat Center	DKMS	Food Cycle UK
Covenant House	DMK Rehoming	Food Finders Inc.
Cransley Hospice UK	Dog and Kitty City	Food from the Heart
Crèche Carfagni-Pâquis	Dogs Trust	Foodshare
Crohn's & Colitis Foundation of America	Douglas County Task Force	Foothills United Way
		Foster Care Review Board

ORGANIZATIONS WE SUPPORT

Live Well

Freddy Fischer Stiftung	Hope for Tomorrow	Lar Maria de Lourdes
Free Wheelchair Mission	Horn of Salvation	Leiomyosarcoma Direct Research Foundation
Freedom Service Dogs	Horsham Food Bank	Lend a Hand India
Fundacion Pedalazos que Construyen	Hospice of St Francis	Lewisville Special Olympics Golf Tournament
General Election Day Worker	Houston Cocker Spaniel Rescue	Liberty Humane Society
German Red Cross	Houston Livestock Show and Rodeo	Lifting Up Westchester
Give Blood	Hudson Valley Pet Food Pantry	Lion Befrienders Singapore
Goshen Food Pantry	Human Resources of Southampton	Little Giants Learning Center
Govanhill Baths	Humane Society	London's Air Ambulance
Government School, Hoskote	Hunts Point Cooperative Market	Lubcha Castle
Greater Vancouver Food Bank	Illinois Holocaust Museum	Lucy Air Ambulance for Children
Gulf Coast Chapter - National Railway	Institut Curie	Macmillan
Historical Society, Inc.	Institution for the Blind (Andh Vidyalaya)	Maison du Don EFS
Habitat for Humanity	Issaquah Food & Clothing Bank	Make a Difference (MAD)
Hammersmith and Fulham foodbank	ITERA Volunteer Group	Make-A-Wish Foundation
Hands On	J.P. Morgan Chase Corporate Challenge	Mala Gramodyog Seva Sansthan
Hawkwood Community Association	Janta Adarsh Andh Vidyalaya	MANNA
HEALS of Malmesbury	JCC Maccabi Games	Mark Bavis Leadership Foundation
Health Sciences Authority	Jewish Community Center	McDonald's Kinderhilfe Stiftung
Heim für blinde Frauen	Joy Junction	Meals on Wheels
Hellenic Hope	Judson Center	Médecins Sans Frontières (MSF)
Henley Oxfam Shop	Keegan Kitchen - Houston Food Bank	Media Maraton de Bogota
Heritage Camps for Adoptive Families	KILKARI Rainbow Home for girls, Delhi	Mencap
Highlands Ranch Community Association	Kinsmen Wheels Lottery	MEOW (Mercer Island Eastside Orphans and Waifs)
Holbrook Animal Control	Komen Colorado Susan G. Komen Colorado	Merrimack Valley Food Bank
Holy Apostles Soup Kitchen	La Puente	
Hong Kong Food Angel	Labrador Retriever Rescue Club	
Hope For A Healthier Humanity	Lar dos Velinhos de Campinas	

ORGANIZATIONS WE SUPPORT

Live Well

Metro Caring
 Metrocrest Services
 Mexican Institute of Greater Houston
 Mind in West Essex Counselling Service
 Minnie's Food Pantry
 Mitzvah Day
 Mount Sinai Fire Department Live Well
 Mountains To Miracles Veterans
 Foundation Inc
 Multiple Myeloma Research Foundation
 Natick Service Council Food Pantry
 National Blood Centre
 National Cancer Society-Penang
 National Multiple Sclerosis Society
 National Sports Center for the Disabled
 National Thalassemia Welfare Society
 New Canaan Volunteer Ambulance Corps
 New York Cares
 NHS Blood and Transplant service
 NHS Blood and Transplant UK
 North Dallas Shared Ministries
 North Texas Food Bank
 Northport Cow Harbor United
 Soccer Club
 Northwell Health
 Norwalk American Cancer
 Society building
 Norwalk Open Door Shelter

NSPCC
 Nursing home De Buitenhof
 Oberurseler Werkstätten
 Ohisama Club
 Oklahoma Special Olympics
 One Warm Coat
 Opening Act
 Operation Backpack
 Operation Gratitude
 Operation Smile Australia
 Orchard Children's Services
 ORIX Foundation
 Oxfam
 Oxfordshire Animal Sanctuary
 Peace & Harmony Old Folk Home
 Penang City Council
 Penang Shan Children's
 Home Association
 People to People Inc.
 Philabundance
 Philadelphia City Rowing
 Philadelphia Kinkerstraat
 PISD Special Olympics Track Meet
 Plano Senior High Soccer Camp
 Platform with the Young Vic
 Princess Margaret Hospital
 Project C.U.R.E
 Project PEARLS

Project Shining Lights
 Providence Row Homeless Charity
 Radlet Reform Synagogue
 Rebuilding Together Houston
 Redhill Seniors Moral Activity Center
 Regional Food Bank of Oklahoma
 Resource Center Dallas
 Road Runner Food Bank of New Mexico
 Røde Kors genbrugsbutik - Hellerup
 Ronald McDonald House
 Round Rock Serving Center
 RSPCA
 Ruthrieston House
 Safyre's Angels
 Salvation Army
 Samaritan House Lakewood
 Sathya Sai Super Specialty Higher
 Medical Sciences
 Scottish National Blood
 Transfusion Service
 Second Harvest Food Bank
 Seek Camp
 Sembawang Nursing Home
 Sense
 Serving with Willing Hearts
 Shanghai Xuhui aged welfare house
 Silicon Valley Food Bank
 Singapore's South East

ORGANIZATIONS WE SUPPORT

Live Well

Community Development Center	The Alexandria Community Service	Varitety the Childrens Charity
Skiing with Heroes	The Autism Treatment Center	VNA Texas
Slice of Life	The Barn Owl Centre	Vogel Alcove
South East Community	The Bowery Mission	Volunteer Alexandria
Development Council	The Dallas Fort Worth Labrador	Volunteer Centre Camden
Special Olympics	Retriever Rescue Club, Inc. (DFWLR-RC)	Volunteer Westminster
St Catherine's Hospice	The Denver Hospice - Colorado	Volunteering Brent
St John's Hospice	The Dream Big Foundation	Volunteers for Outdoor Colorado
St Marys Food Bank	The Food Bank Singapore	Walk the Walk
St. Baldrick's Foundation	The Fostering Network	Watch DOGS
St. Raphael's Edible Garden	The Hudson Valley SPCA	Weggeefwinkel Bloemenbuurt
Stamford Pets As Therapy	The Humane Society	Weld Food Bank - Weld County
Stamford Thorpe Hall Hospice	The Leukemia & Lymphoma Society	Willing Hearts
Stichting Present	The Lighthouse Penang	Wimbledon Foodbank
Stroud Food Pantry	The Lily Foundation	Wimbledon Guild
Success Academy Charter School	The Metropolis of Detroit Summer Camp	Woking Foodbank
Sudan Technoprudent (Mamura)	The New Light Foundation	Women in Need (WIN)
Sue Ryder	The Oxfordshire Animal Sanctuary	WorkAid
Sufra NW London Community Food Bank	The Princess Alexandra Home	Wounded Warrior Foundation
Surrey Fire Volunteer Service	The Senior Source	Ymere
Susan G. Komen Walk	There With Care	YWCA Emma's Early Learning and
Sutton Carers Centre	Things Of My Very Own	Care Centre
Tasukeai Yui Social Welfare Corporation	Tokyo Second Harvest Food Bank	YWCA Sheriff King Women's Shelter
Taylor's Gift Foundation	Toys for Tots	Zach Post Memorial Food Drive
Tetbury Summer Show	Treemont Nursing Home	ZAMCOG
Tetbury Woolsack Races	United for Colombia	
Texas Exes	Valley Ranch Baptist Church	
Texas Scottish Rite Hospital for Children	Vancouver Food Bank	

ORGANIZATIONS WE SUPPORT

Live Wise

ABA School	Dress for Success Houston	John Abbott College
Acres Green Elementary School	Emma's Early Learning and Care	John T. Baker Middle School
Apex Fun Run	Emmett J. Conrad High School	Junior Achievement Singapore
Arche für Kinder	Enabling Enterprise	Junior League
Ardingly College	Englewood Leadership Academy	Katrina Trask Nursery School
Belarus State University	English is Fun	Kennel Lane School
Bernex Primary School	Escuela Adriana Beatriz Cupul Itzá in	Le Carré
Binghamton University Career	Playa Del Carmen	Les Colis du Coeur
Development Center	Everett Community College	Levine Academy
Bishopsdown Primary School	Gaithersburg Middle School	Literacy Night - Junior League
Blue Bells Society	Gaza Sky Geeks	of Stamford
Boulder Valley School District	Generation Scotland	Lockwood Elementary School
Brun Mawr College	German European School Singapore	Mayflower High School, Essex
Calgary Youth Orchestra Society	Girl Scouts of San Jacinto Council	Mclean High School
Centro Educacional Moraes Ferreira	Goodwill	MCPS School Gaithersburg Middle School
Cherry Creek School District	Graham Windham	Meath Green Infant School
City Action	Greenfield and Pulloxhill School	Mile High United Way
City Wide Club of Houston	Groupe Humanitaire du Lycee Francais	Missing Maps
Clarkstown High School North	de Singapour	Moscow State University
Collings Foundation	Hawk Ridge School	Mountain View Elementary School
Colorado History Museum	Houston Children's Charity	Newtonhill Nursery
Coppell Independent School District	Hundertwasserhaus	Northwestern University
Coulsdon Scout Group	IECRM Veteran's Committee	One Colorado Education Fund
Croydon Voluntary Action	Instituto Você	Open World Learning
Danny Wallace Foundation	Intertech LGBT	Overseas China Education Foundation
Deep Ashram	Into University	People's Institute Northwest
Douglas County School District	International Society of	Perot Museum of Nature and Science
Douglasdale Elementary School	Sustainability Professionals	PilotLight

ORGANIZATIONS WE SUPPORT

Live Wise

Plymouth Scholars Charter Academy
Plymouth University
Preston Middle School
Prospect Ridge Academy
Prosper Independent School District
Reading Family Aid Charity
Rice University
Robinson Middle School
Rockies Venture Club
Roshani NGO
Sable Elementary School
Samarpan Foundation
Sherwood Elementary School
Silver City Surfers
Skew Media and Denver Film Society
Sky View Academy School
SMK Jelutong
Southern Apache Museum
Southern Methodist University
Stone Canyon Outdoor EdVentures
Susan C. Murray Scholarship Fund
Tahoe Institute for Natural Science (TINS)
TATE
Technical University of Dortmund
Tetbury Good Shed Project
Texas Master Naturalists
The Bakken Museum
The Coopers Coborn & Company School
The Hub Hong Kong (The Bill Crews Foundation Limited)
The Nature Conservatory
The Umbrella Community Arts Center
The Women's Foundation of Colorado
Thinkery Austin Children's Museum
Touch NGO
Ufton Court Educational Trust
Volunteering Together for Service
Wakefield Public School
Washington Irving Intermediate School
Westgate Elementary School
Westmount Charter School
Westview School
Windsor Bergen Academy
Wings Over the Rockies
Women in Derivatives, Inc.
Women Rising
Young Americans Center for Financial Education
Young Enterprise
Young Vic

ORGANIZATIONS WE SUPPORT

Live Green

- 6k for Water
- Albuquerque Open Space Division
- Anacostia Watershed Society
- Apex Parks and Recreation
- Boulder Forestry Service
- Calgary Adopt-a-Park
- Central Park Conservancy
- Cheong-Gye Mountain
- Cherry Creek State Park
- City of London Parks
- City of Sugar Land
- Colorado Fourteeners Initiative
- Dallas Arboretum and Botanical Garden
- Denver Botanic Gardens
- Denver Parks and Recreation
- Earl Bales Park
- Earthplace - Nature Discovery Center
- Emirates Environmental Group
- Forgotten Harvest
- Essex Wildlife trust
- Friends of Fish Creek Park
- Friends of Texas Wildlife
- Friends of the Dillon Ranger District
- Gloustershire Wildlife Trust
- Green Bird Paris
- Flatirons Cragmoor Connector
- Trail Restoration
- Galveston Bay Foundation - Sweetwater Preserve
- Gatton Park
- Ground-Up Initiative
- Growing Gardens
- Henley Wildlife Group
- Houston Community Tool Bank
- Irchester Country Park
- Jealott's Hill Community Landshare
- Jefferson County Open Space
- Keep North Fulton Beautiful
- Kentish Town City Farm
- Lea Valley Nature Reserve
- Lewisham Council
- Liter of Light Malaysia
- Lower Woods Gloucestershire Wildlife Trust
- Myriad Botanical Gardens Pumpkinville
- MYRWA - Mystic River Watershed Assoc.
- Mahomet Parks & Recreation
- Memorial Park Conservancy
- National Animal Welfare Trust
- National Environmental Agency
- National Park Service
- National Parks Board
- Nadleśnictwo Gdańsk
- Nandi Hills
- Nature Reserve Cleanup
- Norwalk Town Parks Department
- Oxbow Farms
- Padang Kota Clean Up
- Paseo del Bosque Trail
- Peepal Farm
- Pitch In, Pick Up
- Reading Rescue
- Rio Grande Zoo
- Rock Mountain National Park
- Rusken Oslo Kommune
- Siftung Wilderness park
- South Hill Park
- Singapore National Environmental Agency
- Specialist Wildlife Services
- Summit County volunteer Trail Project
- Switch off for Earth hour
- Taman Rimba (Forest Park), Telok Bahang
- The Growing Gardens
- The Mighty Oak Fund
- Thrive Battersea
- Town of Newtown, Parks & Recreation
- Tree Project
- Treedom
- Trees Atlanta
- Ulistac Natural Area Restoration and Education Project
- VSA - Easter Anguston Farm
- Washington Trails Association
- Watershed RDA
- Wey and Arun Canal Trust
- Wildcare Foundation
- Wildlife Trust
- WoodBerry Wetlands

GRI MATRIX

GRI Standard	Disclosure Number	Disclosure Title	CS Report	Annual Report
GRI 102	102-14	Statement from senior decision-maker	X-p1	X-p3
GRI 102	102-1	Name of the organization	X-cover	X-cover
GRI 102	102-2	Activities, brands, products, and services	X p5-6	X -p3-4, p7-12
GRI 102	102-3	Location of headquarters	X-p4	X-p4
GRI 102	102-4	Location of operations	X-p4	X p7-12, 28
GRI 102	102-5	Ownership and legal form		X-p4
GRI 102	102-6	Markets served	X-p5	X p4-6
GRI 102	102-7	Scale of the organization	X-p4-5	X p7-12
GRI 102	102-8	Information on employees and other workers	X-p4, p	X
GRI 102	102-41	Collective bargaining agreements		X
GRI 102	102-9	Supply chain		X
GRI 102	102-10	Significant changes to the organization and its supply chain		X
GRI 102	102-11	Precautionary Principle or approach		X
GRI 102	102-12	External initiatives	NA	NA
GRI 102	102-13	Membership of associations	NA	NA
GRI 102	102-45	Entities included in the consolidated financial statements		X-p47
GRI 102	102-46	Defining report content and topic Boundaries	x-p26-27	
GRI 102	102-47	List of material topics	X-p19	
GRI 103	103-1	Explanation of the material topic and its Boundary	X-p19	
GRI 103	103-1	Explanation of the material topic and its Boundary	X-p19	

GRI Standard	Disclosure Number	Disclosure Title	CS Report	Annual Report
GRI 102	102-48	Restatements of information	X	
GRI 102	102-49	Changes in reporting	X-p3, p7	
GRI 102	102-40	List of stakeholder groups	X-p19	X-p49-50
GRI 102	102-42	Identifying and selecting stakeholders	X-p19	
GRI 102	102-43	Approach to stakeholder engagement	X-p19	X-p49-50
GRI 102	102-44	Key topics and concerns raised	X-p19	
GRI 102	102-50	Reporting period	X-p24, p26	X-p47
GRI 102	102-51	Date of most recent report	X-p24, p26	X-p47
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