Performance Indicators

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB¹

Company Overview		
Organization name	Gartner, Inc.	
Total Revenue	$4.1 billion (rounded) – Gartner Form 10K	
Geographic revenue split		
U.S. & Canada	$2.6 billion (rounded) – Gartner Form 10-K	
Europe, Middle East & Africa (EMEA)	$1.0 billion (rounded) – Gartner Form 10-K	
Other International	$0.5 billion (rounded) – Gartner Form 10-K	
Primary brands, product, services	Research, conferences, consulting	
Location of headquarters	Stamford, CT, USA	
Countries of operations (number of global offices)	Over 90 offices in 39 countries worldwide (Includes sales agent offices)	
Markets served	Gartner Form 10-K	
Key stakeholders	Clients, employees, suppliers, community partners, investors	
Reporting period	January 1 through December 31, 2020	
Report cycle	Annual	
Report contact	csr@gartner.com investor.relations@gartner.com	

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB¹

Leadership and governance		SASB¹
Governance Structure		
Audit Committee practices	Gartner Governance Documents	
Board compensation practices	Gartner Governance Documents	
Board nomination practices	Gartner Governance Documents	
Total executive and non-executive Board members	Board Members	
Board average tenure (years)	15	
Independent Board members (%)	90%	
Board gender diversity (%)	30%	
Board remuneration disclosure	2021 Proxy Statement	
Code of Conduct	Code of Conduct	SV-PS-510a.1
% of employees who read and acknowledged the Code of Conduct	98.6%	
Business ethics & integrity	View "Ethics and compliance" section in full report CEO/CFO Code of Ethics Code of Conduct and Other Policies Ombuds	SV-PS-510a.1
Systemic risk management	View "Risk Management" section in full report	

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB¹

Leadership and governance (continued)		SASB¹
Product governance: External certification of quality management systems	Information Security Management System ISO-27001, Business Continuity ISO-23001, US-EU & US-Swiss Privacy Shield Certification	
Product governance: Evidence that the company offers sustainability-related products or services	View "Our Clients" section in full report	
Data privacy & security		
Description of approach to identifying and addressing data security risks	View "Data security" section in full report	SV-PS-230a.1
"Description of policies and practices relating to collection, usage and retention of customer information"	Privacy Policy	SV-PS-230a.2
Scope of publicly available data protection policy	Privacy Policy	
Rights provided to individuals regarding control of their data	Privacy Policy	
Executive body responsible for privacy and data security	Global Data Protection Office	
Comprehensive training on data security and privacy risks to all employees	View "Data protection training" section in full report	
Commitment to notify data subjects in a timely manner in case of policy changes	Privacy Policy	
Clear terms involving the use of personally identifiable information (PII)	Privacy Policy	
Commitment to implement leading data security safeguards	View "Data security" section in full report	SV-PS-230a.1
Managerial responsibility for privacy and data security	View "Data protection program" section in full report	
Regular employee training on data privacy and security issues	View "Data protection program" section in full report	
Measures to prevent data security breach	View "Data security" section in full report	SV-PS-230a.1

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB¹

Leadership and governance (continued)		SASB[1]
Data subjects can access their accounts to erase, rectify, complete or amend personal info	Privacy Policy	
Clear and accessible mechanism for data subjects to raise concerns about data privacy	Privacy Policy	
Regular privacy risk assessments or audit	View "Data security" section in full report	
Regular security audits on the company's technologies and practices affecting user data	View "Data security" section in full report	SV-PS-230a.1
Strategic focus on clean technology development	View "Clean technology" section in full report	
Human Capital		
Diversity Indicators		
Global employees (number)	15,552 (Note: Total employees of 15,552 doesn't include interns, full-time contractors, casual workers, etc.)	
Commitment to equality	View "Letter From Our CEO" section in full report	
	View "Diversity, equity and inclusion at Gartner: Why it matters" section in full report	
Employees By Gender (Globally)		SV-PS-330a.1
Female	44.5%	
Male	55.3%	
Not disclosed/not available	0.2%	

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB[1]

Human Capital (continued)		
Employee by Gender (VP+) (Globally)		SV-PS-330a.1
Female	26.3%	
Male	73.5%	
Not disclosed/not available	0.2%	
Employees by Race/Ethnicity (U.S. Only)		
White (Not Hispanic or Latino)	75.6%	
Asian (Not Hispanic or Latino)	8.4%	
Hispanic or Latino	6.6%	
Black or African American (Not Hispanic or Latino)	4.0%	
Two or More Races (Not Hispanic or Latino)	1.9%	
Not disclosed/not available	3.0%	
American Indian or Alaska Native (Not Hispanic or Latino)	0.3%	
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.1%	
Employees by Race/Ethnicity (U.S. Only) (VP+)		
White (Not Hispanic or Latino)	82.1%	
Asian (Not Hispanic or Latino)	8.7%	

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB¹

Human Capital (continued)		
Hispanic or Latino	3.4%	
Black or African American (Not Hispanic or Latino)	1.6%	
Two or More Races (Not Hispanic or Latino)	1.3%	
Not disclosed/not available	2.8%	
American Indian or Alaska Native (Not Hispanic or Latino)	0.2%	
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.1%	
Recruiting		
Initiatives for talent recruitment	View "Recruiting" section in full report	
Development & Career Progression		
Programs for upgrading employee skills	View "Development and career progression" section in full report	
Sector-leading job-specific development training programs	View "Training and leadership programs" section in full report	
Comprehensive leadership development training	View "Training and leadership programs" section in full report	
Initiatives for talent development	View "Development and career progression" section in full report	
Number of training days employees receive	View "GartnerYou" section in full report	
Human capital development metrics	View "Development and career progression" section in full report	
Diversity mentorship programs	View "Creating educational and development opportunities" section in full report	

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB[1]

Human Capital (continued)		
Formal mechanisms to promote an open feedback culture	View "Development and career progression" section in full report	
Regular formal performance reviews for all employees aligned with career development	View "Development and career progression" section in full report	
Engagement		
Employee engagement assessment	View "Engagement" section in full report	
Employee resource groups	View "Employee resource groups" section in full report	
Initiatives for talent retention	View "Engagement" section in full report	
Voluntary and involuntary turnover rate for employees	Total 18.3% (Voluntary 12.5%; Involuntary 5.8%)*	SV-PS-330a.2
Comprehensive benefits covering all employees	View "Associate safety and well-being" section in full report	
Comprehensive employee stock ownership plan	View "Associate safety and well-being" section in full report	
Corporate matches of employee giving	$4.6 million (View "Gartner Gives Charity Match" section in full report)	
Employees participating in corporate match program	12.50% (View "Gartner Gives Charity Match" section in full report)	
Volunteer participation	5,576 volunteer hours View "Employee volunteering" section in full report View "Uplifting communities around the world" section in full report	

*Turnover is calculated based on the average monthly employee headcount, consistent with our current internal reporting methodology, which is different from the methodology described in SV-PS-330a.2. Figures calculated in accordance with SASB methodology differ and appear lower — 15.9% for the total turnover rate, 10.8% — voluntarily turnover rate, 5.0% — involuntary turnover rate.

Corporate Responsibility — Performance Indicators (all figures in USD)

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

SASB[1]

Human Rights		
Human rights commitment	Human Rights Policy Modern Slavery Act Statement	
Commitment to responsible sourcing	View "Procurement" section in full report	
Supplier Code of Conduct	Gartner's Supplier Code of Conduct	
Environment		
Environmental policy	View "Our commitment to environmental sustainability" section in full report	
Electricity (MWh) [2]	9,166	
Natural gas (MWh) [2]	2,819	
Propane (MWh) [2]	23	
Total energy (MWh) [2]	12,008	
Energy intensity (MWh/SqFt) [2]	0.01	
Scope 1 (mtCO$_2$e) [2][3]	516	
Scope 2 (location-based) (mtCO$_2$e) [2][4]	3,433	
Scope 3: Business travel: air travel (mtCO$_2$e)	6,830 kg/unit	
GHG intensity (mtCO$_2$e / SqFt) [2]	0.0033	

Note: Figures may not sum up to total, because of rounding.

[1] Sustainable Accounting Standards Board (SASB) for Gartner Inc. (IT) categorized as 'Professional & Commercial Services' under 'Services', ISIN: US36665110

[2] The scope of reporting covers 18 sites in North America and was calculated by a third party.

[3] Emissions relating to natural gas and propane (fuel) consumption were calculated using factors published by the EPA Emission Factors for Greenhouse Gas Inventories. Federal Register EPA; 40 CFR Part 98; e-CFR, June 13, 2017. Table C-1, Table C-2, Table AA-1.

[4] Emissions relating to electricity consumption were calculated using the location-based factors for EPA eGRID Subregions (Total Output Emission Factors). The EPA eGRID Power Profiler tool was used to assign the eGRID subregion based on property zip code. All emissions factors were converted to CO$_2$e as per EPA methodology using 100-year Global Warming Potential (GWP) figures from IPCC Fourth Assessment Report (AR4), 2007.

2020 GRI Content Index

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

GRI	Disclosure Title	Source
GRI 102: General Disclosures 2016		
102-1	Name of the organization	Gartner, Inc.
102-2	Activities, brands, products and services	Research, conferences, consulting
102-3	Location of headquarters	Stamford, CT, USA
102-4	Location of operations	Over 90 offices in 39 countries worldwide (Includes sales agent offices) Gartner Form 10-K
102-5	Ownership and legal form	2021 Proxy Statement
102-6	Markets served	Gartner Form 10-K
102-7	Scale of the organization	Gartner Form 10-K
102-8	Information on employees and other workers	View "Our Associates" section in full report
102-9	Supply chain	View "Procurement" section in full report
102-14	Statement from senior decision maker	View "Letter From Our CEO" section in full report
102-15	Key impacts, risks and opportunities	Gartner Form 10-K
102-16	Values, principles, standards and norms of behavior	View "Governance" section in full report
102-17	Mechanisms for advice and concerns about ethics	View "Ethics and Compliance" section in full report
102-18	Governance structure	View "Corporate governance" section in full report and 2021 Proxy Statement
102-20	Executive-level responsibility for economic, environmental and social topics	View "Our Approach to Corporate Responsibility" section in full report
102-22	Composition of the highest governance body and its committees	View "Corporate governance" section in full report and 2021 Proxy Statement

2020 GRI Content Index

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

GRI	Disclosure Title	Source
GRI 102: General Disclosures 2016 continued		
102-23	Chair of the highest governance body	2021 Proxy Statement
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement
102-25	Conflicts of interest	2021 Proxy Statement
102-30	Effectiveness of risk management process	View "Risk oversight" section in full report and 2021 Proxy Statement
102-31	Review of economic, environmental and social topics	View "Our Approach to Corporate Responsibility" section in full report
102-33	Communicating critical concerns	View "Corporate governance" section in full report and 2021 Proxy Statement
102-40	List of stakeholder groups	Clients, employees, suppliers, community partners, investors
102-42	Identifying and selecting stakeholders	View "Materiality Assessment" section in full report
102-43	Approach to stakeholder engagement	View "Materiality Assessment" section in full report
102-44	Key topics and concerns raised	View "Reporting Approach" and "Materiality Assessment" sections in full report
102-45	Entities included in the consolidated financial statements	Gartner Form 10-K
102-46	Defining report content and topic boundaries	View "Reporting Approach" and "Materiality Assessment" sections in full report
102-47	List of material topics	View "Materiality Assessment" section in full report
102-50	Reporting period	January 1 through December 31, 2020
102-51	Date of most recent report	2019 Gartner Corporate Responsibility Report was published on April 21, 2020
102-51	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	csr@gartner.com

2020 GRI Content Index

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

GRI	Disclosure Title	Source
GRI 102: General Disclosures 2016 continued		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared referencing the GRI Standards
102-55	GRI content index	GRI Content Index
GRI 200: Economic		
201-1	Direct economic value generated and distributed	Gartner Form 10-K
GRI: Environmental		
302-1	Energy consumption within the organization	
	Electricity (MWh)[1]	9,166
	Natural gas (MWh)[1]	2,819
	Propane (MWh)[1]	23
	Total energy (MWh)[1]	12,008
305-1	Direct (Scope 1) GHG emissions	516 mtCO$_2$e [1][2]
305-2	Energy indirect (Scope 2) GHG emissions	3,433 mtCO$_2$e [1][3]
305-3	Other indirect (Scope 3) GHG emissions: Business travel	6,830 mtCO$_2$e
305-4	GHG emissions intensity	0.0033 mtCO$_2$e [1]

[1] The scope of reporting covers 18 sites in North America and was calculated by a third party. It does not represent the entire footprint.

[2] Emissions relating to natural gas and propane (fuel) consumption were calculated using factors published the EPA Emission Factors for Greenhouse Gas Inventories. Federal Register EPA; 40 CFR Part 98; e-CFR, June 13, 2017.

[3] Emissions relating to electricity consumption were calculated using the location-based factors for EPA eGRID Subregions (Total Output Emission Factors). The EPA eGRID Power Profiler tool was used to assign the eGRID subregion based on property zip code. All emissions factors were converted to CO2e as per EPA methodology using 100-year Global Warming Potential (GWP) figures from IPCC Fourth Assessment Report (AR4), 2007.

2020 GRI Content Index

To see the referenced report sections, view the full Gartner Corporate Responsibility Report 2020.

GRI	Disclosure Title	Source
GRI 400: Social		
401-1	New employee hires and employee turnover	View "Corporate Responsibility — Performance Indicators" section in full report. We do not report other detail of new hires and attrition, as that is Gartner confidential information
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	View "Associate safety and well-being" section in full report
404-1	Average hours of training per year per employee	View "GartnerYou" section in full report
404-2	Programs for upgrading employee skills and transition assistance programs	View "Training and leadership programs" section in full report
404-3	Percentage of employees receiving regular performance and career development reviews	All Gartner employees across all categories receive regular performance and career development reviews. For more details, view "Engagement" section in full report.
405-1	Diversity of governance bodies and employees	View "Diversity, equity and inclusion at Gartner: Why it matters" section in full report
406	Non-discrimination management approach	View "Ethics and compliance" section in full report
413-1	Operations with local community engagement, impact assessments and development programs	View "Our Communities" section in full report