



# 2021 Performance Indicators

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

Company Overview		
Organization name	Gartner, Inc.	
Total revenue	\$4.7 billion (rounded) – View <a href="#">Gartner Form 10-K</a> .	
<b>Geographic Revenue Split</b>		
U.S. & Canada	\$3.0 billion (rounded) – View <a href="#">Gartner Form 10-K</a> .	
Europe, Middle East & Africa (EMEA)	\$1.1 billion (rounded) – View <a href="#">Gartner Form 10-K</a> .	
Other International	\$0.5 billion (rounded) – View <a href="#">Gartner Form 10-K</a> .	
Primary brands, products, services	View <a href="#">“About Gartner”</a> section.	
Location of headquarters	Stamford, CT, USA	
Countries of operations (number of global offices)	Approximately 20 domestic and 65 international office properties	
Markets served	View <a href="#">Gartner Form 10-K</a> .	
Key stakeholders	Clients, associates, community members, shareholders and suppliers	
Reporting period	January 1 through December 31, 2021	
Report cycle	Annual	
Report contact	<a href="mailto:csr@gartner.com">csr@gartner.com</a>	
	<a href="mailto:investor.relations@gartner.com">investor.relations@gartner.com</a>	

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

Leadership and Governance		
<b>Governance Structure</b>		
Audit Committee practices	View <a href="#">Gartner Governance Documents</a> .	
Board compensation practices	View <a href="#">Gartner Governance Documents</a> .	
Board nomination practices	View <a href="#">Gartner Governance Documents</a> .	
Total executive and nonexecutive Board members	View <a href="#">Board Members</a> .	
Board average tenure (years)	14.91	
Independent Board members (%)	91%	
Board gender diversity (%)	36%	
Board remuneration disclosure	View <a href="#">"2022 Proxy Statement"</a> .	
Code of Conduct	View <a href="#">Code of Conduct</a> .	SV-PS-510a.1
% of associates who read and acknowledged the Code of Conduct	99.8%	
Business ethics and integrity	View <a href="#">"Ethics and Compliance" section</a> . View <a href="#">CEO and CFO Code of Ethics</a> . View <a href="#">Code of Conduct and Other Policies</a> . View <a href="#">Ombuds</a> .	SV-PS-510a.1
Systemic risk management	View <a href="#">"Data Security and Protection" section</a> .	

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

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

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

<b>Leadership and Governance (continued)</b>		
Data subjects can access their accounts to erase, rectify, complete or amend personal info	View <a href="#">Privacy Policy</a> .	
Clear and accessible mechanism for data subjects to raise concerns about data privacy	View <a href="#">Privacy Policy</a> .	
Regular privacy risk assessments or audit	View <a href="#">"Data security"</a> section.	
Regular security audits on the company's technologies and practices affecting user data	View <a href="#">"Data security"</a> section.	SV-PS-230a.1
<b>Human Capital</b>		
<b>Diversity Indicators</b>		
Global associates (number)	16,576*	
Commitment to equality	View <a href="#">"Letter From Our CEO"</a> section. View <a href="#">"Promoting DEI Throughout Our Company"</a> section.	
<b>Associates by Gender (Globally)</b>		SV-PS-330a.1
Female	45.7%	
Male	54%	
Not Disclosed/Not Available	0.3%	

\*Total associates of 16,576 doesn't include interns, full-time contractors, casual workers, etc.

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

<b>Human Capital (continued)</b>		
<b>Associates by Gender (VP+) (Globally)</b>		SV-PS-330a.1
Female	27.3%	
Male	72.5%	
Not Disclosed/Not Available	0.2%	
<b>Associates by Race/Ethnicity (U.S. Only)</b>		
White (Not Hispanic or Latino)	74.5%	
Asian (Not Hispanic or Latino)	8.3%	
Hispanic or Latino	7.2%	
Black or African American (Not Hispanic or Latino)	4.3%	
Two or More Races (Not Hispanic or Latino)	2.2%	
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)	0.2%	

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

<b>Human Capital (continued)</b>		
<b>Associates by Race/Ethnicity (U.S. Only) (VP+)</b>		
White (Not Hispanic or Latino)	80.3%	
Asian (Not Hispanic or Latino)	9.3%	
Hispanic or Latino	3.1%	
Black or African American (Not Hispanic or Latino)	1.7%	
Two or More Races (Not Hispanic or Latino)	1.8%	
Not Disclosed/Not Available	3.6%	
American Indian or Alaska Native (Not Hispanic or Latino)	0.2%	
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.1%	
<b>Recruiting</b>		
Initiatives for talent recruitment	View <a href="#">"Recruiting"</a> section.	
<b>Development &amp; Career Progression</b>		
Programs for upgrading associate skills	View <a href="#">"Development and Career Progression"</a> section.	
Sector-leading, job-specific development training programs	View <a href="#">"Training and leadership programs"</a> section.	
Comprehensive leadership development training	View <a href="#">"Training and leadership programs"</a> section.	
Initiatives for talent development	View <a href="#">"Development and Career Progression"</a> section.	
Number of training days associates receive	View <a href="#">"Training and leadership programs"</a> section.	

# Corporate Responsibility: Performance Indicators (all figures in USD)

**SASB<sup>1</sup>**

Human Capital (continued)		
Human capital development metrics	View “Development and Career Progression” section.	
Diversity mentorship programs	View “Our Associates” section.	
Formal mechanisms to promote an open feedback culture	View “Development and Career Progression” section.	
Regular formal performance reviews for all associates aligned with career development	View “Development and Career Progression” section.	
<b>Engagement</b>		
Associate engagement assessment	View “Engagement” section.	
Employee resource groups	View “Employee resource groups” section.	
Initiatives for talent retention	View “Engagement” section.	
Associate voluntary turnover data disclosure (%)	Total 21.8% (Voluntary 19.6%; Involuntary 2.2%)*	SV-PS-330a.2
Comprehensive benefits covering all employees	View “Associate Safety and Well-Being” section.	
Comprehensive employee stock ownership plan	View “Associate Safety and Well-Being” section.	
Corporate matches of associate giving	\$7.7 million (View “Gartner Gives Charity Match” section.)	
Associates participating in corporate match program	19% (View “Gartner Gives Charity Match” section.)	
Volunteer participation	5.3% of all associates volunteered. 18,000 hours were volunteered.	

\*Turnover is calculated based on the average monthly associate 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)

**SASB<sup>1</sup>**

Human Rights		
Human rights commitment	View <a href="#">Human Rights Policy</a> .	
	View <a href="#">Modern Slavery Act Statement</a> .	
Commitment to responsible sourcing	View "Procurement" section.	
Supplier Code of Conduct	View <a href="#">Gartner's Supplier Code of Conduct</a> .	
Environment		
Environmental policy	View "Our Commitment to Environmental Sustainability" section.	
Greenhouse Gas Emissions (tCO <sub>2</sub> e)		
Scope 1	586	
Scope 2 (location-based)	11,461	
Scope 2 (market-based)	9,031	
Scope 3*	9,170	
Scope 3 (business travel)	5,081	
GHG intensity (kg CO <sub>2</sub> e/SqFt)	18.3	
Energy		
Total electricity consumption (MWh)	25,398	

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

<sup>1</sup> Sustainable Accounting Standards Board (SASB) for Gartner, Inc. (IT) categorized as "Professional & Commercial Services" under "Services," ISIN: US36665110

\* The Scope 3 emissions included those associated with business travel — which represented the largest share — as well as capital goods, fuel- and energy-related activities, and waste generated through our operations. The Scope 3 emissions did not include emissions associated with employee commuting and purchased goods and services, which we have begun calculating and expect to disclose in 2022 report.

## 2021 GRI Content Index

GRI	Disclosure Title	Source
<b>GRI 102: General Disclosures 2016</b>		
102-1	Name of the organization	Gartner, Inc.
102-2	Activities, brands, products and services	View <a href="#">“About Gartner”</a> section.
102-3	Location of headquarters	Stamford, CT, USA
102-4	Location of operations	Approximately 20 domestic and 65 international office properties View <a href="#">Gartner Form 10-K</a> .
102-5	Ownership and legal form	View <a href="#">2022 Proxy Statement</a> .
102-6	Markets served	View <a href="#">Gartner Form 10-K</a> .
102-7	Scale of the organization	Gartner 2021 headcount: 16,576* Gartner revenue: \$4.7 billion View <a href="#">Gartner Form 10-K</a> .
102-8	Information on employees and other workers	View <a href="#">“Our Associates”</a> section.
102-9	Supply chain	View <a href="#">“Procurement”</a> section.
102-10	Significant changes to the organization and its supply chain	There were no significant changes to Gartner size, structure, supply chain or ownership in 2021.
102-14	Statement from senior decision maker	View <a href="#">“Letter From Our CEO”</a> section.
102-15	Key impacts, risks and opportunities	View <a href="#">Gartner Form 10-K</a> .
102-16	Values, principles, standards and norms of behavior	View <a href="#">“Corporate Governance”</a> section.

\* Total associates of 16,576 doesn't include interns, full-time contractors, casual workers, etc.

# 2021 GRI Content Index

GRI	Disclosure Title	Source
<b>GRI 102: General Disclosures 2016 (continued)</b>		
102-17	Mechanisms for advice and concerns about ethics	View <a href="#">“Ethics and Compliance”</a> section.
102-18	Governance structure	View <a href="#">“Corporate Governance”</a> section and <a href="#">2022 Proxy Statement</a> .
102-20	Executive-level responsibility for economic, environmental and social topics	View <a href="#">“ESG governance”</a> section.
102-22	Composition of the highest governance body and its committees	View <a href="#">“Corporate Governance”</a> section and <a href="#">2022 Proxy Statement</a> .
102-23	Chair of the highest governance body	View <a href="#">2022 Proxy Statement</a> .
102-24	Nominating and selecting the highest governance body	View <a href="#">2022 Proxy Statement</a> .
102-25	Conflicts of interest	View <a href="#">2022 Proxy Statement</a> .
102-30	Effectiveness of risk management process	View <a href="#">“Risk Oversight”</a> section and <a href="#">2022 Proxy Statement</a> .
102-31	Review of economic, environmental and social topics	View <a href="#">“Our Approach to Corporate Responsibility”</a> section.
102-33	Communicating critical concerns	View <a href="#">“Corporate Governance”</a> section and <a href="#">2022 Proxy Statement</a> .
102-40	List of stakeholder groups	View <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section.
102-42	Identifying and selecting stakeholders	View <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section.
102-43	Approach to stakeholder engagement	View <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section.
102-44	Key topics and concerns raised	View <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section.
102-45	Entities included in the consolidated financial statements	We report Gartner material nonfinancial impacts for Gartner, Inc., as a single entity. View <a href="#">Gartner Form 10-K</a> .
102-46	Defining report content and topic boundaries	View <a href="#">“Reporting Approach”</a> and <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> sections.

# 2021 GRI Content Index

GRI	Disclosure Title	Source
<b>GRI 102: General Disclosures 2016 (continued)</b>		
102-47	List of material topics	View <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section.
102-50	Reporting period	January 1 through December 31, 2021
102-51	Date of most recent report	2020 Gartner Corporate Responsibility Report was published in April 2021.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<a href="mailto:csr@gartner.com">csr@gartner.com</a>
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	This GRI content index table specifies each of the GRI Standards included in the report. View <a href="#">“2021 GRI Content Index”</a> section.
GRI 200: Economic	Disclosure Title	Source
<b>GRI 201: Economic Performance</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Our Company”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Our Company”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Our Company”</a> section.
201-1	Direct economic value generated and distributed	View <a href="#">“Corporate Responsibility: Performance Indicators”</a> section and <a href="#">Gartner Form 10-K</a> .

## 2021 GRI Content Index

GRI: Environmental	Disclosure Title	Source
<b>GRI 305: Emissions</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Our World”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Our World”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Our World”</a> section.
305-1	Direct (Scope 1) GHG emissions	View <a href="#">“Measuring Our Footprint”</a> section.
305-2	Energy indirect (Scope 2) GHG emissions	View <a href="#">“Measuring Our Footprint”</a> section.
305-3	Other indirect (Scope 3) GHG emissions: Business Travel	View <a href="#">“Measuring Our Footprint”</a> section.
GRI 400: Social	Disclosure Title	Source
<b>GRI 401: Employment</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Our Associates”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Our Associates”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Our Associates”</a> section.
401-1	New employee hires and employee turnover	View <a href="#">“Corporate Responsibility: Performance Indicators”</a> section. 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 <a href="#">“Associate Safety and Well-Being”</a> section.

# 2021 GRI Content Index

GRI 400: Social (continued)	Disclosure Title	Source
<b>GRI 404: Training and Education</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Training and Leadership Programs”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Training and Leadership Programs”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Training and Leadership Programs”</a> section.
404-1	Average hours of training per year per employee	View <a href="#">“Training and Leadership Programs”</a> section.
404-2	Programs for upgrading employee skills and transition assistance programs	View <a href="#">“Training and Leadership Programs”</a> section.
404-3	Percentage of employees receiving regular performance and career development reviews	All Gartner associates across all categories receive regular performance and career development reviews. For more details, view <a href="#">“Developing talent at all levels”</a> section.
<b>GRI 405: Diversity and Equal Opportunity</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Our Associates”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Integrating DEI into all we do”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Our Associates”</a> section.
405-1	Diversity of governance bodies and employees	View <a href="#">“Our Associates”</a> section.

## 2021 GRI Content Index

GRI 400: Social (continued)	Disclosure Title	Source
<b>GRI 413: Local Communities</b>		
103-1	Explanation of the material topic and its boundary	View <a href="#">“Our Communities”</a> section. For more information on how we determine our material topics, refer to the <a href="#">“Stakeholder Engagement and Materiality Assessment”</a> section of report.
103-2	The management approach and its components	View <a href="#">“Our Communities”</a> section.
103-3	Evaluation of the management approach	View <a href="#">“Our Communities”</a> section.
413-1	Operations with local community engagement, impact assessments and development programs	View <a href="#">“Our Communities”</a> section.