Gartner

2024 Corporate Responsibility Report



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Letter From Our Chairman and CEO

Gartner guides the leaders who shape the world.

In 2024, we helped leaders navigate ever-increasing levels of volatility, uncertainty and disruption. Our clients looked to us for guidance on critical topics such as artificial intelligence innovation, digital transformation, cost optimization, cybersecurity, remote work and sustainability. We further expanded the breadth and depth of our insights in these areas and beyond. As a result, we continued to deliver unparalleled value to our clients.

Our people are at the heart of everything we do. Our hybrid work approach bolsters our world-class culture, empowers associates to thrive, and strengthens our ability to attract and retain top talent globally.

In 2024, we achieved meaningful progress on our sustainability strategy. Our near-term emission reduction targets, validated by the Science Based Targets initiative (SBTi), serve as milestones toward net zero.

We are agile and adapt to the world around us, upholding the highest ethical standards and levels of integrity in everything we do.

Gartner continues to get better, faster, stronger, year after year. Together, we will continue to build an even brighter future for our clients, associates, stakeholders and the communities we serve.



Gene Hall
Chairman of the Board
and Chief Executive Officer

About Gartner

Gartner delivers actionable, objective insight that drives smarter decisions and stronger performance on an organization's mission-critical priorities.

We are a trusted advisor and an objective resource for close to 14,000 enterprises in approximately 90 countries and territories — across all major functions, in every industry and enterprise size.

Gartner delivers its products and services globally through three business segments — Research, Conferences and Consulting, as described below:

Research equips executives and their teams from every function and across all industries with actionable, objective insight, guidance and tools. Our experienced experts deliver all this value informed by a combination of practitioner-sourced and data-driven research to help our clients address their mission-critical priorities.

Conferences provides executives and teams across an organization the opportunity to learn, share and network. From our Gartner Symposium/Xpo series, to industry-leading conferences focused on specific business roles and topics, to peer-driven sessions, our offerings enable attendees to experience the best of Gartner insight and guidance.

Consulting serves senior executives leading technology-driven strategic initiatives leveraging the power of Gartner's actionable, objective insight. Through custom analysis and on-the-ground support, we enable optimized technology investments and stronger performance on our clients' mission-critical priorities.

Awards and recognitions

Disability Equality Index
A Best Place to Work for Disability Inclusion 2021, 2022, 2023, 2024

Forbes
America's Best Large Employers 2018, 2019, 2022, 2024
America's Best Employers for Women 2022, 2023, 2024
Best Employers for New Grads 2024

Fortune
World's Most Admired Companies 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024

Glassdoor
Best Places to Work, U.S. Large Employers 2024
Best Places to Work, U.K. 2024
Best-Led Companies 2024

Human Rights Campaign
Score of 100% for the Corporate Equality Index for 2018, 2019, 2020, 2021, 2023, 2024

Newsweek
America's Greenest Companies 2024
America's Most Responsible Companies 2022, 2023, 2024
America's Greatest Workplaces for Women 2024
America's Greatest Workplaces 2024

Time
World's Best Companies 2023, 2024
America's Best Companies 2024

To learn more and see a full list of awards and recognitions, visit the Gartner Careers website.

Gartner at a Glance

Gartner delivers actionable, objective insight to executives and their teams.

1979
Gartner is founded

85
offices around the world

21,000
associates globally

S&P 500
member

$6.3B
in revenues in 2024



We guide the leaders who shape the world in every major area of an organization:

- Communications
- Customer Service & Support
- Finance
- Human Resources
- Information Technology
- Legal, Risk & Compliance
- Marketing
- Product Management
- Research & Development
- Sales
- Supply Chain

Numbers are as of December 31, 2024, and rounded.

Our Approach to Corporate Responsibility

Our corporate responsibility goal is to contribute to a more sustainable world so that all stakeholders, including associates, clients, shareholders and communities, thrive today and in the future.

Through consistent execution of operational best practices, in 2024, we celebrated achievements across each of our corporate responsibility focus areas, listed on the right. A few highlights from the year include once again increasing the number of offices powered by renewable electricity, donating more than $7.6 million to the charities that matter most to Gartner associates, and introducing a dedicated training for associates on generative AI (GenAI), to ensure our organization can leverage AI technology in a safe and secure way. Our corporate responsibility accomplishments both add strategic value to our business and align with our enterprise strategy of innovating and continuously improving.

We're proud to provide visibility into the progress on each of our corporate responsibility focus areas in this report and other related disclosures.



Thomas Kim

Thomas Kim
EVP, Chief Legal Officer and Corporate Secretary

Corporate responsibility focus areas

Associates
Build a culture that attracts top talent and enables all associates to thrive.

Communities
Empower community organizations to accelerate positive change through giving and volunteering.

Sustainability
Promote environmental stewardship through our net-zero strategy and thought leadership.

Clients
Enable our clients to succeed in their mission-critical priorities and make a positive impact on the world.

Governance
Maintain strong corporate governance and consistently uphold the highest levels of integrity in our business practices.

Stakeholder engagement and materiality assessment

Throughout the year, Gartner continuously engages with a broad range of internal and external stakeholders. These include: our associates; clients; investors; suppliers; nonprofit organizations; peer companies; environmental, social and governance (ESG) ratings agencies; and others. Through ongoing interactions like these, we are able to gain and provide insights on critical issues, emerging opportunities and potential risks.

Our most recent materiality assessment was conducted through a survey of, and validation exercises with, associates and leadership. In preparing for the assessment, we referenced the Sustainability Accounting Standards Board (SASB) Professional & Commercial Services Standard and the Global Reporting Initiative (GRI) Standards.

Through the assessment, the top material topics included in the survey were prioritized as follows:

Tier 1

- Associate engagement, retention and advancement
- Business ethics and integrity
- Business resilience
- Our culture
- Independence and objectivity of Gartner research
- Talent attraction

Tier 2

- Associate compensation and benefits
- Data privacy and information security
- Environmental sustainability
- Innovation
- Learning and development
- Product, service and delivery quality

Tier 3

- Associate well-being, health and safety
- Community impact
- Economic impact on stakeholders
- Social/sustainability impact of products/services

About this report

Gartner's annual Corporate Responsibility Report outlines our corporate responsibility strategy and progress across the five focus areas of associates, communities, sustainability, clients and governance. Corporate Responsibility Metrics and responses to third-party reporting frameworks can be found in the Appendix of this report. Our GRI Content Index is with reference to the GRI Standards, and our SASB Index references the Professional & Commercial Services Standard. Also included in the Appendix is a response to the reporting guidance of the Task Force on Climate-Related Financial Disclosures (TCFD). We continue to obtain limited assurance annually on our greenhouse gas (GHG) emissions data. Unless otherwise noted, this report encompasses Gartner's global operations, activities and practices during fiscal year 2024 (January 1 – December 31, 2024). This report contains figures that have been approximated or rounded. All currency is in U.S. dollars. We welcome feedback. Please email csr@gartner.com.

This report and the materials or websites it cross-references contain statements that are aspirational or reflective of the views of Gartner about our future performance that constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of such words as "aim," "anticipate," "aspire," "believe," "commit," "endeavor," "estimate," "expect," "goal," "intend," "may," "plan," "seek," "strive," "target," "will," and "work" or similar statements or variations of such terms and other similar expressions. Forward-looking statements reflect management's current expectations and involve known and unknown risks, uncertainties, assumptions and other factors that are difficult to predict and often beyond our control; consequently, actual results could differ materially from those expressed or implied by the forward-looking statements. Factors that could cause actual results to materially differ include legislative and regulatory developments, stakeholder engagement, climate conditions or events, energy prices, and technological innovations and advances, among others, including the risk factors set forth in our 2024 Annual Report on Form 10-K and subsequent filings with the U.S. Securities and Exchange Commission (SEC). We undertake no obligation to update any forward-looking or other statements, whether as a result of new information, future events or otherwise.

In addition, historical, current and forward-looking sustainability-related statements may be based on current or historical goals, targets, aspirations, commitments or estimates; standards for measuring progress that are still developing; diligence, internal controls and processes that continue to evolve; data, certifications or representations provided or reviewed by third parties, including information from acquired entities that may be incomplete or subject to ongoing review or has not yet been integrated into the company's reporting processes; and assumptions that are subject to change in the future. The information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this report, the term "material" is distinct from and should not be confused with such term as defined for SEC reporting purposes.

Website references and hyperlinks throughout this report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report, nor does it constitute a part of this report.

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Associates

Our Culture

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Our Culture

At Gartner, we have a vibrant, intentional culture that defines how we work together to achieve our purpose: to guide the leaders who shape the world. Our incredible associates bring our culture to life by embracing it in their daily actions.

Our culture comprises 10 distinct elements, which reflect our norms and behaviors that guide how we think, how we make decisions and how we engage with the world around us.

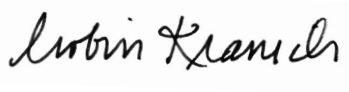
The foundation of our culture is a relentless focus on supporting our clients' mission-critical priorities. This focus underpins everything we do at Gartner.

Some elements of our culture speak to how we operate. For example, we know the right things to do — the best practices — across our business. And when we do the right things consistently, great results follow. We also make objective, fact-based decisions. Objectivity is the hallmark of our brand and represents who we are as an organization.

Other elements of our culture guide how we work with one another. We work together, as one team, to drive results. We uphold the highest levels of integrity and ethical standards, and we're inclusive and respectful of all.

Our culture fuels our sustained success. We strive to get better year after year. We use ongoing feedback to continuously and systematically improve. And we are humble and hungry, because we know we are never done.





Robin Kranich
EVP, Chief Human Resources Officer

- We impact clients' mission-critical priorities
- We do the right things and great results follow
- We embody a no-limits mindset
- We uphold the highest ethical standards
- We make objective, fact-based decisions
- We prioritize relentlessly
- We get better, faster, stronger, every year
- We win as a team
- We are inclusive and respectful
- We are humble and hungry

Our approach to inclusion

Gartner's 21,000* associates work from 39 different countries and territories. Our inclusion strategy focuses on embedding inclusive practices into our organization through the lens of hiring, engaging and advancing talent. We work to integrate best-in-class inclusive approaches into all our talent processes and practices, and prioritize efforts that support our world-class talent and their unique needs.

We approach our inclusion efforts through our three strategic pillars:

Hire: Attracting and hiring top talent

Engage: Creating inclusive experiences for associates and clients

Advance: Enabling all associates to grow their careers with Gartner

Our vision is to help build a high-performing organization through our culture of inclusion, enabling us to guide the leaders who shape the world.

Gartner's dedication to inclusion is driven by our passionate leaders and associates around the world. Our Inclusion Center of Excellence (COE) within Human Resources (HR) operationalizes our strategy and partners with multiple stakeholders to execute against it.

Employee Resource Groups (ERGs), open to all associates, play an important role in enabling associate success by supporting development, recognizing life stages, inspiring through storytelling and driving engagement through a sense of belonging.

Gartner's business unit (BU) Inclusion Councils are open to all associates. The Inclusion Councils' primary focus is to amplify enterprisewide corporate initiatives at the BU level to support Gartner's inclusive culture.



*Number is rounded and as of December 31, 2024.

Associate Recruitment

Gartner hires remarkable people so we can best serve and guide the leaders who shape the world. We hire curious, energetic associates with a drive to want to make a difference. Our ability to source great talent from every background and career stage ensures we find the best talent, in the right place, at the right time to meet our hiring needs. It also supports Gartner's continued growth well into the future.

New to workforce

We actively recruit promising early career talent to become future leaders at Gartner. Each year, Gartner welcomes hundreds of associates taking their first steps into the workforce. Our internship programs provide talent with valuable business skills and are tailored to their specific needs. In 2024, we hosted nearly 300 interns across departments including Sales, R&A, Consulting, Conferences, HR, Finance and IT.

For the first time since 2020, when the COVID-19 pandemic emerged, all summer interns were brought on-site to various Center of Excellence locations during onboarding and offboarding. The goal was to enhance their connection to both the Gartner employer brand and the geographic location to which they were aligned. We converted nearly half of our summer 2024 interns into full-time roles across the enterprise. Outside of our internship program, we leverage well-established relationships with universities and student organizations to recruit early career talent.

Partnerships

Gartner is proud to have extended our product sponsorship of the National Collegiate Sales Competition (NCSC) through 2027, making us a 10-year product sponsor. This partnership drives high-quality university talent into our early career sales channels.

At the International Collegiate Sales Competition, Gartner supplies all "buyers" for role play.

A partnership with CEMS – The Global Alliance in Management Education allows us access to trilingual students who are pursuing the CEMS Master in International Management, positively impacting critical sales and services roles.

We seek talent for our Sales Development Program through relationships like Pi Sigma Epsilon, a sales and marketing alumni association.



Talent sourcing

Gartner is committed to providing equal employment opportunities to all applicants and employees without regard to any legally protected status. This commitment is formalized in our global and U.S. equal employment opportunity policies.

Consistent with our commitment to providing equal employment opportunities, the Talent Acquisition team within HR focuses on hiring practices that help our candidate-facing team members broaden their talent pools and communicate Gartner's inclusive culture to prospective candidates. We continue to invest in our Talent Sourcing Program, which is designed to proactively engage candidates from a variety of backgrounds who meet our high bar for talent. In 2024, this initiative generated thousands of leads and resulted in hundreds of accepted offers.

We also introduced a global hiring tookit to help recruiters showcase Gartner's inclusive culture and developed inclusive hiring resources in Brazil and Japan to support regional hiring needs.

Gartner partners with external organizations to help us recruit candidates from all backgrounds — from university students to seasoned executives. In 2024, we expanded these efforts through partnerships with professional organizations that serve, support and connect exceptional talent. Gartner's ERG members were critical to the success of these partnerships and events, often volunteering to speak on panels about their Gartner experience, engaging in on-site recruitment efforts and providing meaningful feedback on the candidates.

Talent Management and Development

Our sustained success creates limitless opportunities for associates to grow professionally and flourish personally. We encourage associates to take advantage of the career resources we provide that support their continued success and growth at Gartner so they can build a meaningful career here long into the future. No matter where they may be on their career journey — from those just starting out to those with decades of experience — we strive to empower associates to perform at their best and grow with Gartner.

Associate experience

Associate engagement is a foundational strategic priority for Gartner, and we work to continuously improve the associate experience and increase connection in a hybrid environment. We offer opportunities for associates to engage through career development programs, inclusion and belonging initiatives, and more. While associate turnover increased slightly in 2024 compared to the prior year, average tenure increased slightly from approximately 5.0 years in 2023 to 5.3 years.



Engagement surveys

We use data-driven insights and ongoing feedback to continue to iterate and systematically improve, with Gartner associates' input being crucial. Surveys help us understand what matters most to associates, what works well and what needs improvement in their work experience.

In 2023, we conducted an enterprisewide GartnerVoice Engagement Survey, which was completed by more than 85% of our associate base, and revealed several key findings:

- Engagement and intent-to-stay scores were in the top 10% compared to external benchmarks and far exceeded Fortune 500 company averages.
- Work-life balance was found to be a key differentiator and competitive advantage for Gartner. Our well-being scores were in the top 1% of companies surveyed and work-life balance was a key reason cited for why associates stay, and why some associates who left the organization eventually returned to Gartner.

Building on the results of the 2023 survey, Gartner conducted several surveys in 2024 to take the pulse of managers, new hires and exiting associates. We continue to chart a path toward frequent and ongoing listening to help enable us to set the right priorities and take action with the aim that all associates have the opportunity to thrive at Gartner.

Hybrid work environment

Our hybrid work strategy empowers associates to work virtually while also providing the flexibility to commute to their designated office when it serves a strategic purpose or preference — fostering flexibility, productivity, sustainability and a culture of trust. This approach is designed to allow our associates to thrive in a dynamic and supportive setting and enhances our collective ability to deliver exceptional value to our clients.

> In our hybrid work environment, associates work virtually when it's productive to do so and get together with colleagues in a vibrant community that is purposeful, engaging and inspiring. We endeavor to provide the flexibility for associates to thrive.

Our associates find immense value in coordinating their in-office days with colleagues. To facilitate this, we've designated specific on-site days. These on-site days provide associates with regular opportunities to meet, collaborate and network with colleagues. Additionally, we continue to leverage technology that helps us stay connected, maintain agility and drive synergy across global teams.

Our office spaces are designed to inspire and support every working style, offering an environment that caters to both focused individual work and collaborative activities that have the potential to enhance our business outcomes. Where available, Gartner sites feature amenities supportive of well-being, including fitness centers, complimentary nutritious food and beverages, and ample access to sunlight, greenery and outdoor space. We also offer wellness rooms for associates to attend to personal needs, such as pumping breast milk. Our goal is to operate safe, comfortable, easy-to-use spaces that support collaboration and productivity, and meet the needs of our business.

The Gartner Workstation Ergonomics Resource Center supports hybrid and remote workers. We empower associates to optimize their workstations through the Gartner WellBeing Fund, which can be used to purchase ergonomic equipment. Our digital accessibility features are available to all associates, and help enable barrier-free, equal access to digital products, services and content. Globally, our offices comply with local accessibility requirements. We provide reasonable workplace accommodations to qualified associates with disabilities in accordance with federal, state and local laws.

"I love having the opportunity to connect on-site with my team. While I love my work-from-home life as my primary way of working, it is so great to collaborate and celebrate our collective successes in person."



Brittney Askew
Senior Manager, Client Success
6+ years with Gartner

Employee Resource Groups

Open to all associates, our ERGs play an important role in enabling associate success. They aim to cultivate a culture of inclusion and create a sense of belonging for all associates. Our eight associate-driven ERGs have 6,500+ members, representing more than 30% of the associate population.

ERGs enable associate success through four guiding principles:

Support development by providing a variety of cohort communities and best practices designed around success at different levels of expertise to help support associate growth with Gartner.

Recognize life stages at Gartner. From early career to retirement, associates share best practices and experiences while identifying benefits and programs that support associate success.

Inspire through storytelling and celebrate success by using data to identify and model what good looks like for others.

Drive engagement through a sense of belonging. We value the contributions of every associate. Our shared mission and purposeful culture are foundational for our inclusive environment.

We understand that our associates identify in numerous ways; therefore, ERGs actively seek opportunities to collaborate. This approach endeavors to ensure that associates feel seen, heard and valued.



Asians and Pacific Islanders (API)

- Focused on associate career development programming year-round.
- Organized in-person networking sessions, increasing membership by 15% and connecting associates across time zones.
- Celebrated Asian and Pacific Islander Month in May, engaging more than 200 associates globally with a career panel featuring senior API leaders and a Q&A with Ruchika Tulshyan, author of “Inclusion on Purpose.”
- Hosted a “Pathways to Leadership” panel in September with Gartner’s API Executive Leaders.
- Celebrated cultural events such as Lunar New Year, Mid-Autumn and South Asian Heritage Month.





“Promoting visibility, embracing inclusion and developing leadership skills are key in our approach within API at Gartner.”



Christian Yuen
Senior Recruiter
3+ years with Gartner

Open to all associates

Black Employee Network

(BEN)

- Celebrated Martin Luther King Jr. Day with an inspiring speaker event.
- Recognized Black History Month in the U.S. with educational activities that engaged more than 250 associates globally. A panel and trivia event raised more than $1,300 for nonprofits.
- Marked its third anniversary in August with celebrations and launched new chapters in Barcelona and London.
- Hosted a Strategic Career Conversations panel for U.K. Black History Month with Black leaders, attended by more than 200 associates.
- Piloted the Onboarding Circles program to engage and retain new hires, fostering connections among associates.





"BEN promotes growth by offering mentorship, professional development workshops and resources that help our members learn new skills that support their career growth. At BEN, we're all about equipping associates with the tools and support they need to thrive at Gartner."



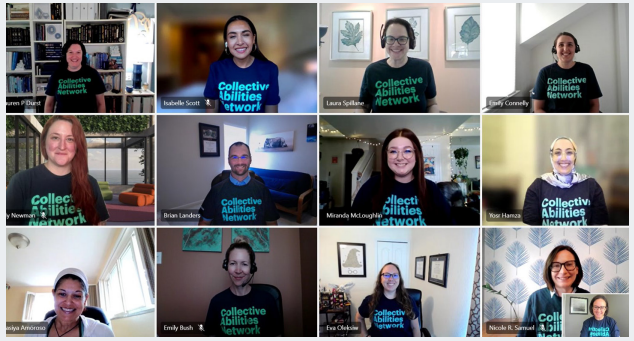
Keyia Burton
Senior Principal, Advisory
2+ years with Gartner

Open to all associates

Collective Abilities Network (CAN)

- Focused on nonapparent disabilities, addressing workplace challenges such as isolation and ableism year-round.
- Celebrated Disability Pride and Resilience in July with more than 12 events, engaging 650 associates globally.
- Launched the CANcer Support channel for cancer fighters, survivors and caretakers.
- Marked Disability and Breast Cancer Awareness Months in October with health check-ups and educational events, including a Fireside Chat on cancer support.
- Recognized National Disability Employment Awareness Month.
- Expanded discussions on neurodiversity, accessibility and bias through learning events.





"CAN offers learning opportunities about the business, an amazing way to build networks with associates of all levels, and an inclusive workplace culture that supports all associates in their career progression."



Ram Sharma
VP, International Finance
23+ years with Gartner

Open to all associates

Mosaic

- Expanded its mission to include a focus on generations and life stages, while continuing to unite associates from all cultures and backgrounds.
- Began the year with a session on effective global teamwork and inclusivity.
- Celebrated its first Multicultural Month in August, themed “Connecting Cultures.”
- Recognized various backgrounds through events, virtual campaigns and in-person celebrations in our offices.
- Featured guest speakers and educational events on topics such as caregiving across cultures and building confidence and psychological safety.





> “We embrace our individuality and varied perspectives while learning together. We recognize that our commonalities can help us overcome individual weaknesses, and our differences can complement each other’s strengths.”



Sourish Mohan Mitra
VP, Legal Counsel
8+ years with Gartner

Open to all associates

Pride

- Focused on cross-ERG collaborations and expanding presence in APAC year-round.
- Highlighted the theme of parenting with sessions such as a “Journey to Parenthood” and “Parenting with Pride” panel.
- Pride Month events engaged more than 1,000 associates globally. Several virtual pride events were held, as Pride sponsored local parades and hosted a “Coming Out” discussion in collaboration with the Collective Abilities Network.
- Hosted parade watch parties in Japan and China.
- Recognized Allyship Week with Safe Zone Training and a Privilege Walk.





“Being part of Pride gives me the chance to develop leadership skills, network across business units and collaborate with peers I may not have otherwise met.”



Mac Culkeen
Associate, R&A
2+ years with Gartner

Open to all associates

Unidos

- Officially launched as Gartner's eighth ERG in September, with the goal of creating inclusive spaces to all associates.
- Celebrated its first recognition month with the theme "Beyond My Heritage" and engaged more than 400 associates globally.
- Through events, Unidos encouraged exploration of Latin and Hispanic cultures, and emphasized career development and belonging.
- Featured panel discussions with Latin leaders and an inspirational session titled "Where I Am, I Belong."





"Unidos hosts fireside chats and panels where leaders talk about their career journeys, inspire others and answer associate questions. We network within Unidos to learn about roles and opportunities globally at Gartner."



Lesly Perez
Senior Recruiter
3+ years with Gartner

Open to all associates

Veterans at Gartner

- Focused on career development for veterans year-round.
- Hosted discussions on how veterans' skills benefit corporate teams.
- During National Veterans and Military Families Month in November, highlighted the theme "Beyond the Uniform," with engagement of more than 800 associates globally. Also featured an event focused on encouraging the exploration of intersectional identities and another featuring a former Marine-Corps-veteran-turned-judge.
- Organized a "Public Service Across Borders" panel showcasing military service experiences from associates in Australia, India and the Middle East.
- Conducted community initiatives, including a "Thank a Veteran" Card Writing Initiative, a partnership with Wreaths Across America, a blood donation drive in India, and participation in sporting events in the U.S. and U.K. to raise awareness.





"Veterans at Gartner has been instrumental in my professional growth right from the beginning of my career at Gartner. The company's commitment to veterans' initiatives, such as mentorship programs and networking opportunities, has provided me with invaluable guidance and resources."



Deven Pandey
MVP, Service Delivery
9+ years with Gartner

Open to all associates

Women at Gartner

- Women at Gartner is the largest ERG and includes subgroups for Women in Sales, Women in Consulting and a “MenoChat” channel for menopause support.
- Celebrated International Women’s Day with 13 events focused on career empowerment, gender equality, personal finance and work-life balance. More than 2,000 associates participated over the course of the month.
- Focused on mentorship, resilience and received insights from the Executive Sponsor’s 30-year career at Gartner year-round.





“Women at Gartner (W@G) advocates for an inclusive workplace where women can thrive, be inspired and inspire each other, and know that they are not alone during the different life stages they go through.”



Benedetta Mariani
Operations Program Manager
3+ years with Gartner

Open to all associates

Leadership and professional development

At Gartner, we inspire lifelong careers through an environment of exceptional professional development. Professional development extends beyond linear career paths, occurring through on-the-job learning, colleague interactions and formal education, including tuition-assisted pursuit of professional qualifications. We foster continuous learning and connections to develop world-class leaders.

Gartner offers enterprisewide on-demand and live-virtual development through our leadership and professional development offerings, including:

Succeeding @Gartner

Succeeding@Gartner Professional Development, which is open to all associates and designed to help enhance their professional skills and meet their specific needs — whether it be presentation, prioritization or influencing with impact skills.

Managing @Gartner

Managing@Gartner People Manager Development supports all people managers with a resource hub offering essential materials to enhance capabilities, effectiveness and engagement, and a development portfolio including on-demand learning and workshops on topics such as setting expectations, delegating effectively and coaching for growth.

Online learning platform

The GartnerYou online learning platform serves as the centralized location for tens of thousands of digital learning resources, covering topics ranging from developing a growth mindset to giving and receiving feedback. In 2024, GartnerYou offered approximately 26,000 learning resources, with more than 410,000 completions globally.



Mentorship opportunity examples

Gartner Crew is an eight-week peer mentorship program open to all associates designed to expand networks and perspectives. It features weekly discussions for sharing insights and guidance. In 2024, more than 900 associates participated, with 150+ senior leaders as captains.

Gartner Crew

The **India Mentorship Program** is a six-month cohort program for leaders based in India. The program pairs mentors and mentees according to their development interests, and aims to enhance skills that boost national networking and leadership capabilities. Mentors and mentees work together in guided one-on-one sessions and take part in development and networking events.

India Mentorship Program

"I had the chance to participate in Crew, and it was such an eye-opening experience for me. I was able to have real and open discussions and really feel that my colleagues were invested in my personal development. It is such a mutually beneficial opportunity, and I highly encourage any associates that have not participated to sign up!"



Sirisha Karra
CSR Senior Specialist
4+ years with Gartner

Specialized development examples

Gartner's executive leaders completed the **Gartner Leadership Business Simulation** from around the globe in 2024. The simulation is a cohort program designed to develop the strategic mindset of VP+ leaders. It's an incredible opportunity for our leaders to elevate their capabilities by integrating business economics, strategy and leadership decisions into a competitive community-building simulation while building deeper relationships with their peers.

The Gartner Leadership Business Simulation

Xcel

In 2024, **Gartner Xcel** brought Xcel alumni together to participate in a peer consulting program and work closely with our most senior leaders. The Xcel alumni community consists of 80+ high-performing leaders, identified and nominated by their leaders and from a variety of backgrounds who have all completed the rigorous, project-based Gartner Xcel Program.

Xcel

"The simulation content was very real and specific to Gartner. This enabled us to engage in real discussions and decision making."



Anne Harris
GVP, Global Services and Delivery
5+ years with Gartner

Business-unit-specific learning and development

We also invest in tailored development opportunities at the BU level; for example, across Sales, R&A and Consulting. This includes new hire onboarding and ongoing development programs. These customized development programs enable associates to hone specialized skills to achieve their goals. The programs focus on a wide range of skills for both associates and managers, such as creating leading research and guidance, serving our clients to advance their mission-critical priorities and conducting valuable client interactions.



Career progression

A career at Gartner provides associates with the opportunity to excel in their current roles, enhance skills and experiences, and take on new roles. In 2024, more than 4,500 associates earned promotions, representing approximately 20% of our workforce. We encourage associates who are ready to pursue new roles to grow with Gartner. In 2024, more than 30% of open positions were filled by internal candidates.

Grow with Gartner

>30%
of open positions were filled with internal candidates

4,500+
associates earned promotions

Performance management

Performance management provides all associates with clarity, feedback and support, while helping them take ownership of their continuous growth. This annual cycle includes goal setting, ongoing feedback, career development and year-end reviews. Regular manager-associate meetings ensure work aligns with priorities, while fostering engagement and the agility to adapt to changing requirements.

Through work assignments and learning resources, Gartner provides opportunities for associates to develop skills and capabilities in line with identified areas of growth. We also provide best practices for soliciting feedback and guidance for preparing for performance reviews. Outside of performance goals, Gartner associates are encouraged to create an Individual Development Plan (IDP). IDPs enable associates to track their development goals and improve capabilities through various experiences, opportunities for exposure and education. IDPs are reviewed in ongoing career conversations between associates and managers to foster professional development.

For information on succession planning, please see 2025 Proxy Statement.

Compensation and Benefits

Compensation strategy

As a high-performing business, Gartner embraces both pay for performance and equal pay. To attract high-performing associates and retain and motivate them to deliver results, we embrace pay for performance. Our compensation approach is oriented around differentiated pay for differentiated performance, which means our consistent top performers will earn disproportionately more.

We actively benchmark our roles versus our talent to achieve these objectives and help us pay fair wages to associates for doing similar work at similar levels of performance in similar geographic areas. We offer new hires competitive target pay opportunities that reflect our equal pay practices. Our annual performance review cycle also rewards our associates for their ongoing performance and provides differentiated pay opportunities for our highest performers.





Our approach to equal pay

We embrace equal pay: Our approach is to pay associates equally for doing equal work, equally well, in the same location. At Gartner, men and women in equivalent roles with similar performance and experience within the same geography are paid equally. This is at the core of our pay-for-performance strategy. The concept of equal pay allows for differences in pay based on factors such as experience and performance. We aim to create a workplace that attracts and advances our talent. Overall, we are proud to offer differentiated pay for differentiated performance and do so in a manner that embraces equal pay.

Please see the Additional Reporting and Resources section of gartner.com/en/about/corporate-responsibility for our reporting in accordance with local government requirements in applicable countries.

Benefits

Gartner associates are critical to our success, and we relentlessly prioritize our investments in them and their well-being. We invest in top-tier benefits, including a generous 401(k) match in the U.S.,* comprehensive healthcare, company-paid life and disability insurance, college tuition reimbursement and generous paid time off. We continuously evaluate our programs and enhance benefits, which helps make Gartner an attractive place to work.

Where offered, Gartner's comprehensive medical, dental and vision care plan options and preventive programs allow associates to gain control of their healthcare and choose options that best fit their personal needs. We strive to offer core benefits globally, such as preventive care, access to flu vaccination, quality mental healthcare, wellness fund, life insurance, same-sex partner coverage, Charity Match, emergency financial assistance and paid leave for important moments.

Our Benefits team works closely with ERGs as they provide a key channel for promoting many of our benefits offerings. Additionally, our ERGs drive creation of and participation in events such as a physician-led webinar devoted to the topic of cancer.

> We invest in meaningful, innovative and inclusive benefit programs that are designed to support associate physical, financial and emotional well-being.

Overall, our plans are designed to fit the variety of needs of our associates and provide more ease in their lives, whether, for example, they are new to the workforce, starting or growing a family, dealing with a chronic condition or caring for an aging loved one.

*All U.S. benefits are offered to associates who work 20 or more hours a week, except 401(k), which is offered to all U.S. associates.

Comprehensive mental health program

In 2024, we adopted a new, comprehensive mental health program. The program is available to associates globally, and provides proven on-demand self-care resources, along with easy access to quality mental health coaches and therapists. It's available to all Gartner associates and their dependents at no cost.

Financial well-being

Gartner offers capital accumulation and retirement plans to empower associates to plan well for the future. Associates may participate in the Employee Stock Purchase Plan (ESPP), which enables them to purchase Gartner stock at a discount.* Associates have access to financial grants if they experience financial difficulties due to catastrophic events through the Associate Assistance Fund, along with company-paid life insurance. Associates also have access to tuition reimbursement, up to a maximum of $5,250 per calendar year, for eligible college courses.

In the U.S., we offer a 401(k) plan with a generous match. Upon joining, eligible new hires are automatically enrolled in the program. In addition, we offer tax savings programs, including health savings accounts, healthcare and dependent care flexible spending accounts, and pretax commuter benefits. We also offer financial support for associates growing their family through adoption or surrogacy.

Caregiver resources

We know the pressures of caring for others can be enormous. Gartner associates with caregiver responsibilities in applicable countries have access to a full range of resources, including access to care coordinators who can help manage administrative and logistical tasks of caring for the ones they love, a platform to track care plans, along with subsidized backup child and adult care, academic support, tutoring discounts, college coaches and more. We also offer a breast milk delivery service that enables nursing mothers who are away on business to ship breast milk back to their homes in a safe and convenient manner.

Additionally, Gartner partners with a third-party specialized care program designed to provide parents and caregivers access to tools and resources to help them understand, teach and better communicate with their children, including those with developmental and learning challenges.

*ESPP is offered to associates working at least 20 hours per week in Australia, Austria, Belgium, Brazil, Canada, Denmark, France, Germany, India, Ireland, Italy, Japan, the Netherlands, Norway, Singapore, Spain, Sweden, Switzerland, the U.K. and the U.S.

Paid time off

Gartner's flexible paid time off (PTO) plan is designed to empower associates to take time away from work for vacation, illness, volunteering and more. We encourage our associates to rest, recharge and spend time on what's important to them. All regular full-time and part-time associates are eligible for PTO.

Gartner offers paid holidays tailored to different cultures and geographies, along with country-specific policies to address other time-off needs, including bereavement or military service.

Caregiver leave

The birth or adoption of a child is one of those special times in an associate's life that may require extended time and attention away from work. Gartner supports this unique life event by providing associates with full base pay to recover from childbirth and/or to care for and bond with their new family member through birth or adoption. The target duration of paid leave is 16 weeks for birth mothers, as well as eight weeks for primary caregivers, and four weeks for secondary caregivers.* We are proud to be able to provide commission to associates on a paid leave of absence greater than six weeks in most countries — available to 90% of the associate population. In 2024, we expanded paid leaves of absence for U.S. associates to include up to four weeks of paid time off to care for an ailing loved one while on an approved Family Medical Leave Act (FMLA) leave.



Gartner WellBeing Fund

We continue to support associate well-being with our popular Gartner WellBeing Fund,** which associates across the globe can use for a broad range of items, including ergonomic home office equipment, wellness and fitness activities/equipment, student loan payments, energy-efficient appliances, sustainable technology and more.

*Terms such as "primary caregivers" and "secondary caregivers" vary in definition on the basis of local nuances and customs.

**The WellBeing Fund is available to eligible Gartner associates across our global offices, except for those in Austria, Belgium, Finland, Germany, Switzerland and Brazil where there may be other local programs. The program in Sweden follows reimbursements allowed under the Friskvård program to maintain tax efficiency.



Associate Safety and Security

At Gartner, the management of physical safety and asset security is a top priority. The Gartner Global Safety and Security (GSS) team is committed to delivering the expertise, policies, processes and resources necessary to protect our associates, guests, offices and events worldwide. The GSS program emphasizes several critical areas: physical security for Gartner offices, occupational health and safety, event safety and security, travel security, crisis management and emergency response. We use a variety of systems to ensure compliance with local safety regulations and to document incidents. For more details, please refer to our Global Safety & Security Policy Statement.

Safety and security training

Safety and security are collective responsibilities shared across all levels of the organization. We offer comprehensive training and guidance to associates — both digitally and in person. Topics range from ergonomics and travel security to crisis response. Specialized training is available for conference attendees, first-aid volunteers, fire wardens and members of office-based safety committees.

Risk identification

The GSS team is proactive in identifying and assessing risks or vulnerabilities that could impact the enterprise and highlighting appropriate mitigations. GSS conducts regular safety and security risk assessments at Gartner sites to evaluate external threats, internal processes and on-site security measures. These assessments are triggered by changes in risk levels or significant safety or security concerns. The GSS monitoring system tracks incidents that occur both in the office and remotely, including at conferences.

Crisis management

The Gartner Crisis Management Program ensures timely and effective responses to incidents. Our corporate and regional crisis management teams, composed of senior leaders and experts from various departments, follow proven practices to address global and local crises. Regional teams in the Americas, EMEA, India and APAC manage local issues, while a Corporate Crisis team provides oversight. Upon receiving early warnings or incident reports, teams assess the situation, determine potential impacts and coordinate emergency outreach through our emergency notification tool. The team provides guidance to travelers, refers to resources like the Employee Assistance Program, and communicates with associates and managers. The situation is continuously monitored, with responses adjusted as necessary.

Emergency response

In the event of an immediate security issue, an emergency notification tool is deployed to swiftly disseminate information or conduct welfare checks. These deployments are made after man-made or natural disasters, severe weather, wildfires or any event adversely impacting power supplies. This system allows Gartner to communicate with associates via email, SMS and phone, while also identifying any issues requiring further action. Additionally, Gartner provides immediate post-disaster support to assist affected associates and their families. This support includes access to power, water, food and other basic necessities, as was the case in Fort Myers, Florida, in the wake of Hurricane Milton.





Communities

Giving and Volunteering

Associate Assistance Fund

At Gartner, we care for one another and help to support the charitable causes that matter most to our associates. After all, our associates are the real drivers of our community impact.

Gartner Gives

Charity Match

Volunteer

Associate Assistance Fund

We amplify their efforts through Gartner Gives, which provides associates with the opportunity to:

- Double their charitable contributions of up to $5,000 per associate per year* through a corporate matching gift program
- Volunteer for organizations they are passionate about
- Receive a grant in the event of financial hardship due to catastrophic events through the Associate Assistance Fund



*Associates who work 20 or more hours a week

Giving and Volunteering

Our associates are deeply embedded in the communities where they live, work and serve our clients. Our strategy is to support them in making a positive impact within their local communities. We celebrate this spirit of community and caring both within and outside of Gartner. We also believe that opportunities to give back through giving and volunteering foster collaboration and strengthen relationships among Gartner associates. In 2024, over 20% of associates supported approximately 4,500 causes through charitable donations or volunteering. In total, more than $7.6 million was donated by Gartner and its associates. Additionally, close to 19,600 hours were volunteered.



$7.6M
donated by Gartner and its associates

19,600
volunteer hours logged

20%
of associates supported 4,500 nonprofits through charitable donations and/or volunteering

Numbers are as of December 31, 2024, and rounded.

Our 2024 giving and volunteering took many different forms.

Seasonal campaigns: Throughout the year, Gartner harnesses the strength of our footprint and organizes opportunities for associates from different offices to give back to united causes such as our Summer of Service, Back-to-School Drive and year-end Season of Giving campaign.

Community Impact Speaker Series (CISS): This virtual speaker series offers a platform for nonprofits working on important social and environmental causes to reach Gartner associates, who gain insights, perspectives and opportunities to support the presenting organizations. Gartner hosted close to 30 CISS events in 2024.

ERG-led events: One of the strategic goals of our ERGs is to drive engagement through a sense of belonging. In total, nearly $140,000 was raised in 2024 for charities supported by ERGs, as well as by the Gartner Green Team.

Team-based initiatives: Legal & Compliance colleagues performed skills-based volunteer work through a “Pro Bono Sprint,” in partnership with a global law firm. More than a dozen colleagues came together for an afternoon of service supporting Lambda Legal, an American civil rights organization focused on lesbian, gay, bisexual and transgender communities as well as people living with HIV/AIDS.

Individual efforts: We also support individual volunteer efforts as well through a Volunteer Resource Center that helps associates navigate our Gartner Gives portal and search for opportunities to volunteer or give toward causes ranging from animal shelters to youth sports.



Gartner Gives highlights from across the globe

Children's Home Society of Florida

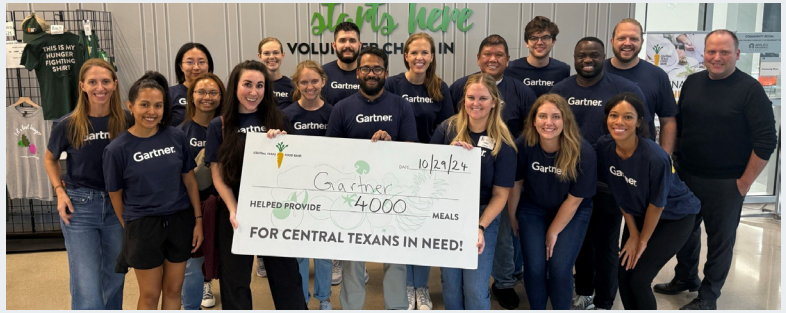
2024 marked Gartner's 25th year supporting the Children's Home Society of Florida, bringing holiday cheer through a Giving Tree. In the last five years alone, hundreds of associates have donated more than a thousand gifts to underprivileged children.

Central Texas Food Bank

Austin-based associates came together over the summer to pack the equivalent of 4,000 meals worth of food for the Central Texas Food Bank, which works to address food insecurity in the region.

World Wildlife Fund Canada

In honor of Earth Day, members of the Canada Gartner Green Team climbed 1,776 steps up Toronto's CN Tower to raise funds for World Wildlife Fund Canada.







HOPE Worldwide, Singapore

More than 25 Singapore associates and family members celebrated National Day in Singapore by volunteering time at an essential aid distribution event organized by HOPE Worldwide. Care packages were prepared and distributed to 300 low-income families.

The Cape of Good Hope SPCA

Associates in Cape Town and Johannesburg came together during the holiday season to collect supplies for the Cape of Good Hope Society for the Prevention of Cruelty to Animals (SPCA), a well-established animal welfare organization.

Single Homeless Project

Egham-based associates came together to prepare a variety of meals for the Single Homeless Project, a charity aimed at preventing homelessness by providing support and accommodation.



Associate Assistance Fund

The Associate Assistance Fund is a platform for associates to help Gartner colleagues in times of need. This fund provides grants to associates who experience financial hardship caused by catastrophic events, such as flooding, hurricanes, wildfires, extreme weather and more. Associate donations to the Associate Assistance Fund are eligible for the Charity Match. Gartner covers the cost of fund operating expenses.



"The Assistance Fund was a huge relief to have after Hurricane Helene. We had significant storm damage and, on top of the cost of remediating the damage, we had no power or internet. Having the Assistance Fund made a bad situation manageable knowing Gartner supports its employees through tough situations."



Amanda Sutton
Client Executive
6+ years with Gartner



Sustainability

Sustainability Governance

Near-Term Emissions Targets

Carbon Accounting

Embedding Sustainability Into Our Operations

Green Team

Gartner strives to reduce our environmental footprint and proactively address the impacts, risks and opportunities presented by climate change. We have established a strong governance framework and sustainability strategy to guide us toward achieving our near-term emissions targets, in line with our corporate and financial objectives. The pillars of our sustainability strategy are developing and maintaining sound carbon accounting practices, embedding sustainability into our business operations, and engaging associates on the topic of sustainability. Our commitment to continuous improvement in our approach to sustainability remains steadfast.



Sustainability Governance

Gartner's Environmental Sustainability Steering Committee creates, advances and oversees Gartner's sustainability strategy. To achieve our near-term emissions reduction targets, this committee focuses on initiatives that will have the most significant impact on reducing Gartner's carbon footprint, including: office footprint optimization, energy consumption, business travel, employee commute and supplier engagement. In addition to overseeing the outcomes of sustainability projects and initiatives, the Steering Committee identifies and monitors risks associated with climate change.

The Steering Committee meets quarterly and includes representatives from Conferences, Corporate Communications, Corporate Responsibility, Finance, HR, IT, Legal, Real Estate, Source to Contract (procurement), and Research & Advisory teams. This committee was established by and reports to Gartner's Corporate Responsibility Executive Council.

In addition to the work of the Steering Committee and the Executive Council, Gartner's Governance/Nominating Committee of the Board of Directors is responsible for overseeing and periodically reviewing Gartner's corporate responsibility priorities and initiatives, including those related to addressing climate change.

Environmental Sustainability Steering Committee



Environmental Sustainability Policy

The Environmental Sustainability Policy, applicable to all Gartner operations and associates and owned by Gartner's Chief Legal Officer and Corporate Secretary, sets forth our approach to managing and reducing our corporate environmental impact. The Policy states that we have set environmental goals, including the reduction of carbon emissions. We are committed to being transparent with our progress and our environmental performance as required by local regulations or in line with the voluntary external commitments we have made. Gartner is also committed to comply fully with relevant, current and future environmental legislation and officially approved codes of practice.

The Policy outlines the following goals:

- Continuously improve carbon footprint tracking accuracy, report findings on an annual basis with transparency and implement programs for carbon reduction.
- Identify and promote sustainable practices within business operations.
- Utilize energy-efficient design and increase procurement of renewable energy where practicable.
- Promote sustainable travel options where practicable and in alignment with travel Policy.
- Include sustainability considerations in asset management where possible.
- Reduce waste generation, and promote recycling and circularity where practicable.
- Encourage Gartner landlords and suppliers to align with goals related to reducing carbon emissions, energy consumption, minimizing waste generation and water usage.
- Increase awareness of and promote associate engagement around the topics of environmental sustainability.

These commitments are overseen by the Environmental Sustainability Steering Committee with the support of the Corporate Responsibility team. The Policy is reviewed periodically to ensure that it reflects Gartner's business at any given time.



Climate change risk assessment

Gartner conducts a climate change risk assessment annually. The process is supported by the Enterprise Risk Management (ERM) team, Corporate Responsibility team and members of Gartner's Environmental Sustainability Steering Committee. It is validated by senior leaders, including those from Finance and Legal. The process entails an assessment of the risk types through a review of CDP and TCFD guidance, peer disclosures, our Annual Report on Form 10-K risk factor disclosure, Gartner and external research, our previous risk assessment, and feedback from Gartner's ERM team. The overall results of Gartner's climate change risk assessment indicate the risk of climate change is relevant, but it is not anticipated to have a substantive effect on our organization as each of the risks we evaluated does not meet our threshold of substantive effect.* Please see our TCFD Response to learn more.

*Gartner does not have a single definition of substantive financial or strategic impact across our organization. For the purposes of identifying climate-related risks and our CDP response, we define substantive financial or strategic impact based on Gartner's Enterprise Risk Management program's framework. The climate change risk identification process includes measurement of probability, impact, velocity and process effectiveness.

Near-Term Emissions Targets

Gartner has established near-term science-based emissions targets, validated by the SBTi, to serve as milestones for our net-zero commitment and climate transition plan. SBTi defines and promotes best practices in emissions reductions and net-zero targets. It also helps us to ensure that emission reduction targets are in line with the latest climate science and the 1.5-degree pathway set in the Paris Agreement.



53%

absolute reduction of Scopes 1 and 2 greenhouse gas emissions by 2029 from a 2019 base year

52%

reduction of Scope 3 greenhouse gas emissions from business travel and employee commuting per full-time employee (FTE) by 2029 from a 2019 base year

50%

of suppliers by spend covering purchased goods and services and capital goods will set science-based targets by 2027

Carbon Accounting

Methodology

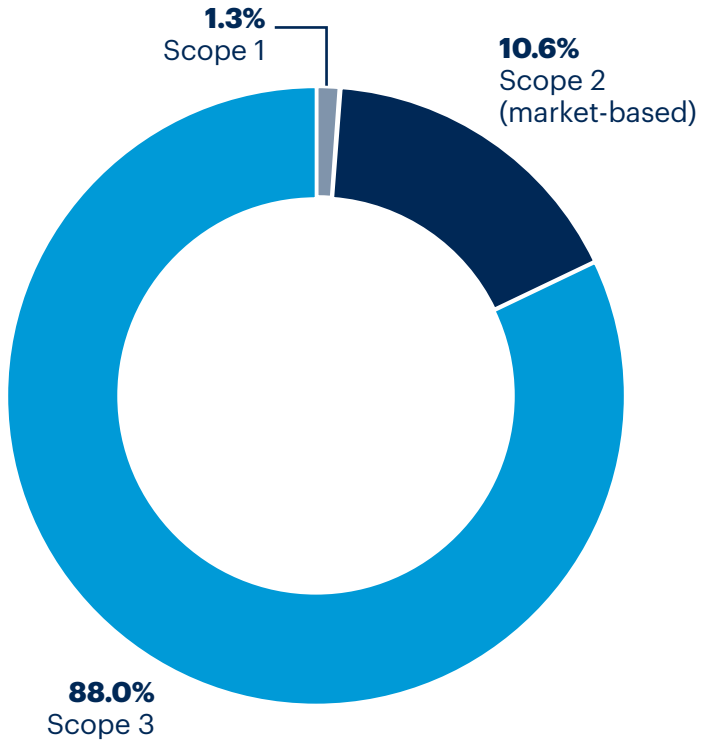
Following the guidance of the Greenhouse Gas Protocol, Gartner takes an “operational control” approach to consolidate and report its emissions. Under this method, Gartner accounts for all GHG emissions from operations over which it has control. No facilities, geographies or operations were excluded from the inventory. Our operational boundaries are as follows:

- **Scope 1:** Direct GHG emissions that occur from sources owned or controlled by Gartner (fugitive emissions, stationary combustion and mobile combustion)
- **Scope 2:** Indirect emissions from the generation of purchased electricity consumed in all offices and data centers controlled by the company
- **Scope 3:** Other indirect GHG emissions that are generated through Gartner’s activities, but from sources not owned or controlled by the company

Gartner has conducted and completed a screening for all emissions sources in each Scope 3 category per the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Among the 15 categories the GHG Protocol established, six are considered material to Gartner. The remaining categories were deemed not applicable to Gartner, and therefore they were not calculated.

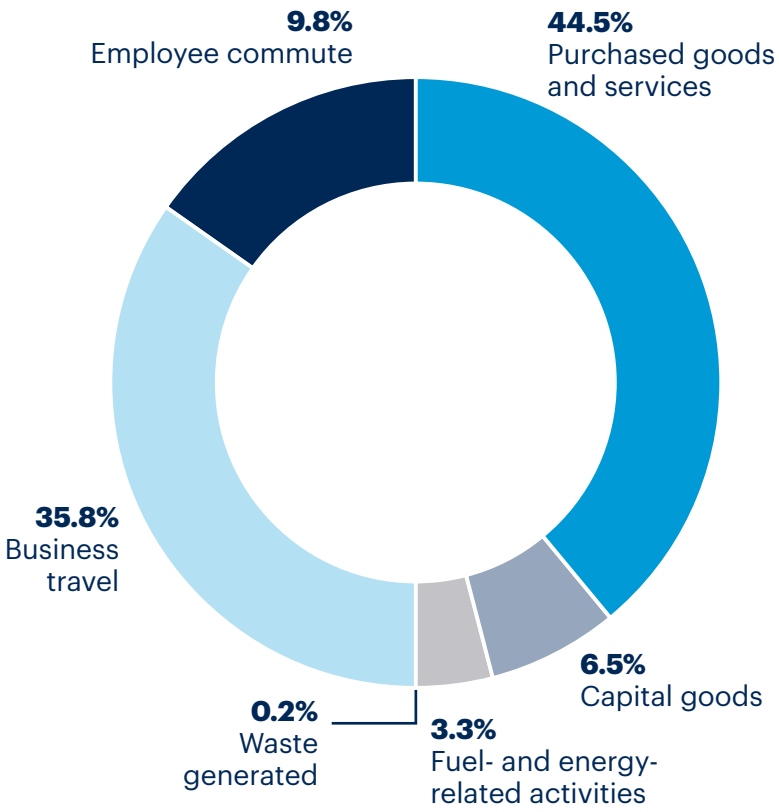
- **Category 1:** Purchased goods and services
- **Category 2:** Capital goods
- **Category 3:** Fuel- and energy-related activities not included in Scopes 1 and 2
- **Category 5:** Waste generated in operations
- **Category 6:** Business travel
- **Category 7:** Employee commuting

2024 Gartner GHG emissions



Numbers may not add to 100% because of rounding.

Breakdown of 2024 Scope 3 emissions



Numbers may not add to 100% because of rounding.

Gartner has defined 2019 as the base year for the calculation of the company's GHG emissions. To calculate the company's carbon footprint, Gartner leverages a third-party carbon accounting software solution. The software utilizes emission factors from external data sources, such as EPA, DEFRA, IPCC and AGRIBALYSE for carbon calculations. To ensure the accuracy of our results, emission factors are updated annually. We have obtained external limited assurance from Apex Companies, LLC, for our 2019 (base year), 2022, 2023 and 2024 GHG emissions data.

It may be necessary to adjust or recalculate emissions to account for possible significant changes. Our GHG Emissions Recalculation Policy outlines that a change is significant if it has a cumulative impact of 5% or larger. In the case of structural changes, it may be necessary to carry out a recalculation below this threshold. Organic growth of the company does not constitute a structural change for the purposes of this policy. Improvements in emissions accounting methodology may also trigger recalculations.

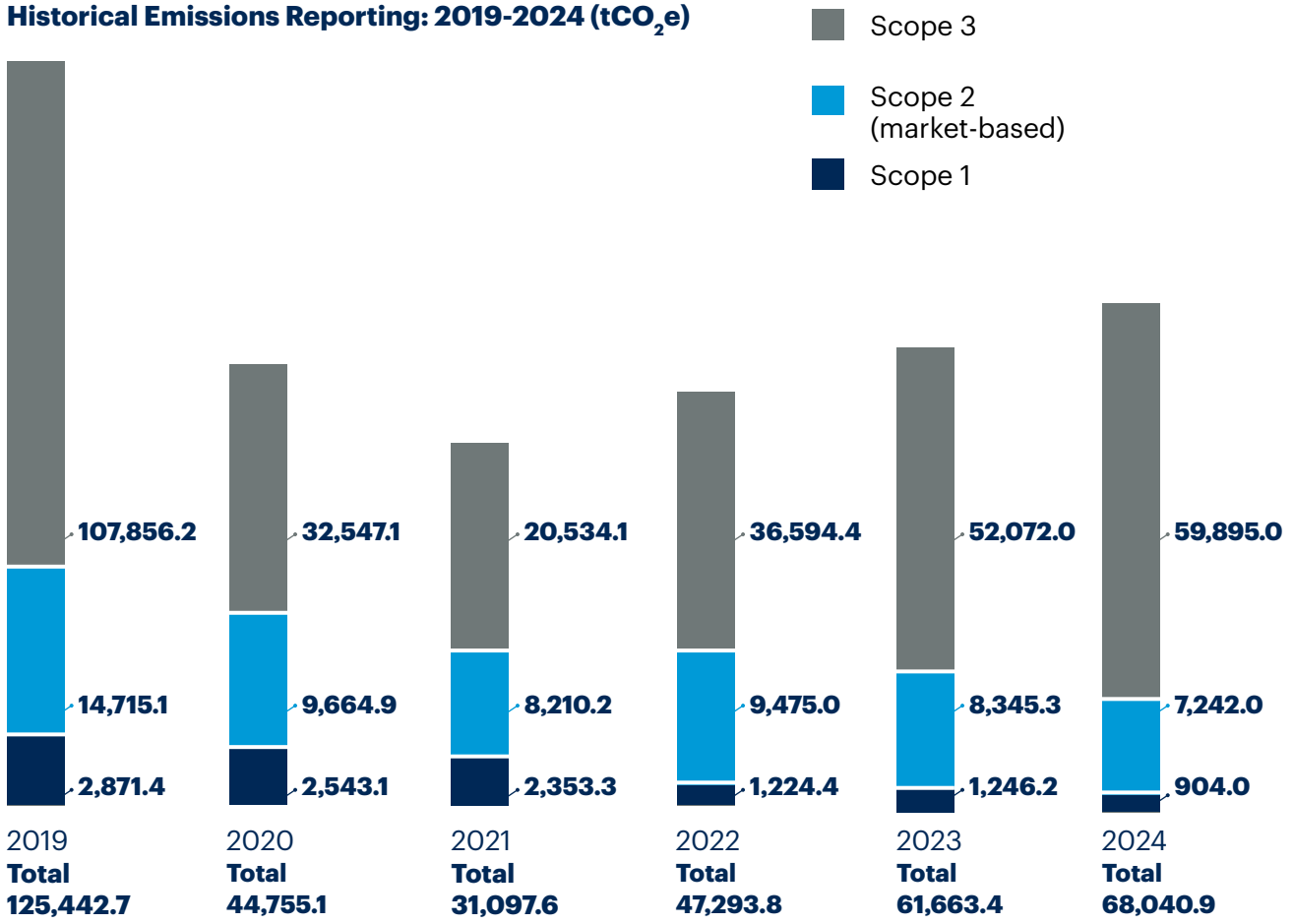
Carbon emissions reporting

We continue to make improvements to our carbon emissions data quality and accuracy. These improvements include progress in shifting from estimated or spend data, to primary data and from annual calculations to more granular, quarterly calculations for relevant categories and increased associate participation in employee commute survey. In addition, we engage in various ways with suppliers to obtain more specific data from them.

In 2024, Scopes 1 and 2 (market-based) greenhouse gas emissions totaled 8,146.0 tCO_2e.* This represents a 53.7% decrease against our 2019 base year, despite Gartner's growth as a business. Scope 3 greenhouse gas emissions totaled 59,895.0 tCO_2e, representing a 44.5% decrease against our 2019 base year. Greenhouse gas emissions from business travel and employee commuting per full-time employee decreased by 59.3% and 78.7%, respectively, from the 2019 base year. Finally, through the CDP Supply Chain Engagement program, we found that 41.8% of suppliers by spend covering purchased goods and services and capital goods have set science-based targets of their own.

*tCO_2e = metric tons of carbon dioxide equivalent
Numbers may not add to totals shown because of rounding.
2019 Scope 3 data has been restated as we continue to improve the accuracy of our carbon accounting methodology.

Historical Emissions Reporting: 2019-2024 (tCO_2e)



Embedding Sustainability Into Our Operations

Sustainable procurement

As a large, multinational company, Gartner depends in part on its suppliers to help drive sustainability progress. The Gartner Supplier Code of Conduct states that suppliers shall carry out operations with care for the environment and comply with all applicable environmental laws and regulations. Additionally, we ask suppliers to consider both the potential environmental impacts of daily business decision-making processes, as well as opportunities for conservation of natural resources, recycling and pollution control.

Managing @Gartner

In 2024, we continued our participation in the CDP Supply Chain Engagement program, through which we engaged 60% of suppliers by spend to disclose their emissions attributable to Gartner. These suppliers represented services being provided across the business, including benefits, real estate and conferences. This program enabled us to determine that 41.8% of suppliers by spend covering purchased goods, services and capital goods have set science-based targets of their own.

Office sustainability

Selection, fit-out and certification

Environmental impact is an important factor in the real estate decisions we make, from office location to building materials and design. To measure landlord commitment to sustainability, we evaluate energy efficiency, low-carbon commuting offerings, and more. To prepare new offices for fit-out, we use eco-friendly materials, including low-volatile organic compounds, and/or repurposed furniture from other office locations. We strive to select vendors that follow sustainability best practices. Sustainability certification is considered when selecting new furniture.

We lease a number of offices that adhere to standards set by internationally recognized sustainability ratings and certification systems, such as the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED), EnergyStar and WELL. We also lease sites certified to local standards, such as Building Research Establishment's Environmental Assessment Method (BREEAM) in the U.K., NABERS in Australia, GRESB in Hong Kong and Green Mark in Singapore. Gartner's Gurgaon, India, and Shanghai, China, offices have received a RESET air quality certification, designed to prioritize occupant health through the continuous measurement and management of indoor air quality parameters, including carbon dioxide, particulate matter and total volatile organic compounds. As of December 31, 2024, over 30 of our sites representing more than half of our overall footprint held a sustainability certification.

Energy

To minimize our energy consumption, we pursue a strategy of renewing our commitment to initiatives already in place as well as pursuing new opportunities. We continue to increase our reliance on renewable energy sources — primarily wind and solar — to provide electricity to our offices. In 2024, our Chennai, India, office became the latest site to switch from traditional fossil fuel to renewable energy sources, and we completed several large contract renewals of renewable electricity which signals our continued commitment. Overall, 39.3% of our direct electricity consumption was generated from renewable sources in 2024. As a result, we increased the share of megawatt-hours (MWh) being powered by renewable sources by 38% as compared with 2023, consuming a total of 9,456.8 MWh of renewable energy. When procuring renewable energy, we continue to prioritize bundled energy attribute certificates (EACs) and renewable tariffs. Additionally, all leased data centers continue to be powered by 100% renewable electricity.

Finally, we continued to implement energy efficiency measures, such as LED lighting, occupancy sensors for lighting and HVAC, smart daylight harvesting systems, energy audits and cloud-based building management systems, which are used to track consumption of energy and water.



Waste and water

We are mindful of our waste and water consumption and continue to increase the use of primary data to monitor our usage. We are making progress on tracking water consumption data as well. Highlights from 2024 include our office waste landfill diversion rate increasing to 76.9% from 60.1% in 2023, and our Chennai office obtaining a zero-waste certification. Specific initiatives have been implemented where possible to reduce waste and water:

- Centralized trash and recycling receptacles, which minimize plastic bag use and promote proper sorting and recycling
- Compostable utensils in offices, including Stamford, Fort Myers and Irving
- Eco-friendly dishwashers, enabling the use of reusable flatware, mugs and glasses and eliminating single-use disposable utensils
- Proper disposal of used batteries, which associates may bring from home, as well as toner cartridges
- Bottleless water dispensers
- Paper shredding and recycling programs in most U.S. offices
- Efficient taps and flush meters to reduce water consumption
- Reduced plastic packaging associated with IT purchases
- Spent coffee grinds made available for associates to use in their gardens at home

Cutting back on food waste

We have taken several measures to minimize food waste. To more accurately predict demand, we have instituted pre-ordering in certain offices, and we track headcount to determine the proper quantities of food to prepare. Where possible, leftovers are donated.

Employee Commute

Despite an increase in the utilization of our offices since the pandemic, we continue to see a decrease in emissions related to employee commuting due to our support of less carbon-intensive commuting options. Depending on the location, we offer:

- Electric vehicle charging stations (some of which are powered by renewable sources)
- Final-mile transit links
- Bicycle racks
- Electric car services
- Car allowance/mobility budgets, which are a tax-effective alternative to the traditional company car, enabling eligible associates to redirect the allowance elsewhere if a car is not necessary

We also consider public transportation connectivity as a key component when selecting new offices.

Business travel

Gartner's hybrid work approach means that most meetings are held virtually. If travel is required, it is for the purpose of furthering business objectives and increasing the value of our client relationships, such as Gartner conferences. Trip approval is required for air, hotel or car bookings. Gartner clearly communicates travel budgets to each business unit.

We partner with vendors, hotels and airlines that focus on sustainability and lowering emissions. Through these partnerships, Gartner has obtained enhanced sustainability data from a selection of business travel suppliers, which is improving the accuracy of our carbon accounting. Additionally, we have added information into our travel booking portal so that associates can see the emissions impact of the different flight options they are selecting from. We also create awareness of greener travel options, such as train travel, instead of flying.

Sustainable office spotlight: Irving Center of Excellence

Our Center of Excellence in Irving, Texas, is home to many of Gartner's U.S.-based associates. The office has been making progress to become more sustainable through proactively sourcing renewable electricity. It also has an active Green Team who, in 2024, came together for numerous engagement events and volunteer opportunities, including working at a local farm and the Dallas Arboretum.

Sustainable features of this office include:

- Renewable energy
- Energy Star certification
- LED lighting
- Motion and occupancy sensors
- Installation of efficient taps and flushes to reduce water consumption
- Multistream waste recycling system in place for paper, cardboard and plastic
- Bike racks and free shuttle service to the airport provided by the landlord
- Walking trail around the campus
- More sustainable plates, cutlery and cleaning products







Sustainable IT

Gartner takes a holistic approach to sustainable IT, considering the entire life cycle of our assets. We are choosing cloud services with more efficient infrastructure and higher utilization rates, leading to less energy consumption, emissions and reliance on physical hardware. Our leased data centers are powered by 100% renewable electricity. We are also taking steps to extend the life span of phones and laptops. For example, upgrades will only be provided when necessary based on the performance of the asset, as opposed to a predetermined timetable. Additionally, associates now have access to information about the environmental implications of some of their purchasing decisions, including when selecting a mobile phone.

When an asset has reached the end of its useful life, we are committed to responsible e-waste recycling and reuse, in alignment with local and international regulations such as the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive. 100% of our corporate e-waste is diverted from landfill and funds received for the residual value of recycled assets are used to purchase new equipment to support nonprofits across the world.

Additionally, in 2024, through a collaboration between Gartner IT and the Green Team, we collected more than 1,300 pieces of associates' personal e-waste from their homes, representing an 800% increase on the prior year's recycling drive.

Recycled
15,000 assets, ~38 metric tons

Reused
11,000 assets, ~26 metric tons

100%
of e-waste diverted from the landfill

Giving back through technology

In 2024, Gartner associate Stephanie Gries, Client Director, spotted a need for suitable equipment for a computer center project she became involved with in Siaya, Kenya. Harnessing the strength of Gartner's buying power and resources, including the Gartner Gives program, she worked with Gartner IT to facilitate the donation of updated and functional laptops. In doing so, local teenage mothers were empowered to gain digital literacy and learn job skills.



"We work closely with the Corporate Responsibility team, and they brought this cause to our attention as something we might be able to assist with. We're able to use the residual value of recycled IT equipment and take advantage of our buying power and discounts with our supply partners to maximize our impact. We offered to purchase brand-new laptops for this project, because when it comes to worthy causes, if we can help, we should."



Donna Malvicini
Associate Operations Manager
15+ years with Gartner

Green Team

Open to all associates, the Green Team is a voluntary, associate-driven group that engages employees around sustainability and encourages our progress toward decarbonization. The Green Team aims to help associates connect, learn and drive change with regard to sustainability. In 2024, more than 1,000 associates were engaged in the Green Team.









Connect

Book Club: Associates met quarterly to discuss new books on the themes of sustainable consumption, environmental sustainability and climate change. This was a fun and creative way to connect with colleagues and share thoughts and learnings on climate-related issues.

Luncheons and Coffee Chats: Throughout the year, Green Teams in numerous offices held luncheons that provided associates the opportunity to meet with like-minded colleagues, and share ideas for future initiatives and events. Additionally, the regional Green Teams meet quarterly for Coffee Chats.



Learn

Community Impact Speaker Series: Through the broader Community Impact Speaker Series program, Gartner invited 10+ sustainability-related organizations to provide virtual presentations to associates. Topics ranged from endangered animal protection to upcycling.

Zero-Waste Cosmetics Workshop: Barcelona associates participated in a workshop on how to reduce plastic waste in their personal lives, and created climate-friendly deodorant to take home.

Plastic-Free July: Our Plastic-Free July event highlighted for associates the importance of adopting environmentally conscious practices, particularly with regard to avoiding single-use plastics.

Sustainability Learning Module: Members of the Green Team continued to promote the Gartner Sustainability Learning Module as a way to learn more about our sustainability strategy.



Drive change

Earth Day: In honor of Earth Day, Green Teams held a variety of events across the globe that positively impacted local communities. Activities ranged from planting a vegetable garden to cleaning up local parks and beaches to teaching local schoolchildren about the importance of sustainability in everyday lives.

Upcycling efforts: Associates in Barcelona are partnering with a local organization to produce compost from the coffee grounds generated at the office. Each month, the composted coffee grounds are distributed back to the associates for their at-home gardening use. Additionally, Green Teams in three U.S. offices began a collection of associates' used wine corks, which recycling partner ReCORK then transforms into components for high-performance footwear. Finally, in Singapore, associates repurposed trash into decorations for Chinese New Year.



Clients

Equipping Clients With ESG Insights

Gartner.com Accessibility

Embedding Inclusivity and Sustainability Into Conferences

We positively affect the mission-critical priorities of leaders in approximately 14,000 client enterprises across every industry. Gartner has deep insights across many sustainability topics, from impending energy shortages to employee well-being to ESG regulatory reporting demands. Our insights empower executive leaders to achieve sustainability goals, drive sustainable growth and gain stakeholder trust.

2,500+
research and advisory experts

500,000+
client interactions each year



In 2024, we continued to engage with clients on sustainability questions, such as:

- How do we meet enterprise sustainability goals?
- How should enterprises respond to dynamic ESG regulation and reporting requirements?
- How do we limit sustainability impacts from technology?
- How do we use technology to meet our goals?

With the widespread adoption of AI, clients are interested in its intersection with sustainability. Gartner predicts that through 2027, Fortune 500 companies will shift $500 billion from energy operating expenditure (opex) to microgrids to mitigate chronic energy risks and meet AI demand.



"We are seeing warning signals that electricity demand is outstripping supply. For Fortune 500 organizations, who spend a fair amount of their operating expenses on energy, investing in microgrids offers a better return than continuing to pay volatile utility bills. Delaying action exposes businesses to mounting costs and constraints caused by an outdated grid, as high demand outpaces the availability of the existing system and its supply chains."



Lloyd Jones
VP Analyst
5+ years with Gartner

Equipping Clients With ESG Insights

Gartner's R&A business and portfolio of products are aligned to support all functions and roles reporting to the CEO. Gartner's 2024 CEO Survey found that environmental sustainability is an enduring priority: We therefore have role-based ESG-related resources, such as presentations, advisory services, key insight decks, market guides, roadmaps and more, for our clients' practices.

Environment

Presentation: "Sustainable IT: Follow the Money"

While CIOs are rarely the leaders of sustainability within their organization, they play a key role through enabling sustainable IT. Coinciding with the rise of AI, CIOs are increasingly interested in energy efficiency which can also have the added benefit of associated cost and emissions reductions. We surveyed CIOs and technology executives to understand the sustainable IT initiatives they have implemented. The results yielded a four-quadrant "GHG Reduction Map" that guides clients through a range of pursuits that have lower and higher implementation costs and sustainability benefits. For example, purchasing refurbished assets is a "start here" win while low-carbon data centers are a "strategic win." This research materialized into a think tank that meets biannually in Paris and includes Gartner clients, Executive Partners and analysts.

Advisory: Chief Supply Chain Officers (CSCOs)

CSCOs play a significant role in driving sustainability targets for their company. These leaders are looking at a longer-term strategy for sustainability and how they use technology and innovation to drive improvements, from packaging optimization to energy efficiency. We help CSCOs from organizations with large, complex supply chains, such as food manufacturing and high tech, to see what their peers are doing, what the industry is doing and what the rest of the world is doing.



Social

Advisory: Chief Financial Officers (CFOs)

The CFO is focused on ensuring a profitable growth trajectory for the organization or in a not-for-profit environment, expanding the mission of the organization while improving the efficient use of resources. We help CFOs deliver on profitable growth objectives for their organization through modernizing their function with finance transformation. We have an opportunity to work with many clients with powerful missions that support communities around the globe. One example is a nonprofit that provides relief to communities impacted by devastating events and crises. This CFO has to ensure that investments are effective and efficient because every dollar managed correctly is a dollar that can be spent on providing support to impacted global communities. We provide an objective environment for them to validate their approach.

Research: How to Give and Get Quality Feedback, Even in a Hybrid Organization

Found within our Future of Work Reinvented Resource Center, this research highlights the critical role of feedback in enhancing employee performance, with the vast majority of employees recognizing its importance. However, less than half of employees claim to receive actionable feedback, and even more feel ill-equipped to process it, indicating a gap in effective feedback delivery and reception. At the same time, the shift to remote work has increased reliance on feedback. Despite most managers receiving training on feedback, employees still lack the necessary support.

To address these challenges, the research recommends a three-pronged approach: improving the “Feedback Giver” effectiveness through tactics such as establishing a feedback style and positive intent, empowering the “Feedback Receiver” by encouraging proactive feedback-seeking and processing, and fostering a symbiotic feedback exchange environment that promotes accountability and continuous improvement. This approach aims to maximize feedback utility and enhance performance across various work settings.



Governance

Research: Strategies for Defining ESG Goals

Gartner's Research team identified strategies for leaders to employ to help them set ESG goals that create business value by advancing strategy and mitigating risks. This research highlights tactics for more comprehensive stakeholder engagement to better understand which ESG investments present the most opportunity and provides a six-step process for operationalizing ESG goals by mapping goals to processes, clarifying ownership, shifting behaviors, and regularly monitoring progress to enable accountability and continuous improvement. Through the application of this research, Gartner clients have been able to refine their ESG programs so that they accelerate overall business strategy and have priorities that can be feasibly achieved and operationalized, even in the face of new business priorities.

Market Guide for ESG Reporting and Management Software

CIOs are increasingly tasked with developing solutions to manage and report enterprise environmental, social and governance performance. This is often a challenge due to the highly distributed and diverse nature of the data that ranges from GHG emissions to human capital management. This Market Guide defines and analyzes the ESG reporting and management software market, profiles representative vendors and provides recommendations for CIOs to take action related to ESG reporting, management and software selection.

Gartner.com Accessibility

Gartner.com offers strategic insights and research accessible to users with assistive technologies, using descriptive Alt Text, speech-to-text, transcriptions, screen reading, voice access and closed captioning. It is our policy that social media posts adhere to color accessibility standards and video platforms autogenerate captions.

Automated accessibility testing adhering to Web Content Accessibility Guidelines (WCAG)* is part of Gartner's quality assurance process for new client portal features, as are audits by third parties. Component libraries adhering to WCAG reduce design challenges and UX designers focus on user-centric, accessible solutions.

Gartner.com is designed to comply with Section 508 of the U.S. Rehabilitation Act, providing accessible research to clients with disabilities. More information on Gartner.com Accessibility is available here.



*Web Content Accessibility Guidelines 2.0, level AA



Embedding Inclusivity and Sustainability Into Conferences

Gartner conferences bring the power of our research to life. They are designed to offer a combination of actionable, objective insight, expert guidance, peer networking and solution provider assessment, helping attendees achieve stronger performance on their organizations' mission-critical priorities.

Accessible and inclusive

Gartner strives to create a welcoming and inclusive environment for all attendees. We take pride in bringing together a community that is welcoming and thoughtful of others. The Gartner Conferences team works to create an experience where our community feels valued, respected and heard. Results from a 2024 survey of conference attendees validated these efforts, with nearly 90% of survey participants characterizing our global conferences as "extremely or very accessible."

Accessibility Ambassadors

We aim to provide customized accessibility support to anyone who requests accommodations. Ambassadors are responsible for contacting conference attendees once a need has been indicated, such as wheelchair access, accessibility companion pass, sign language interpreter or dietary requirements.

Inclusive programming

Our goal is to create a broad and comprehensive agenda that reflects our global audience. Many of our conferences have programming featuring Gartner-expert-led sessions to help attendees advance in their organizations, nurture collaboration within and across teams, and network to build lasting relationships. We also showcase guest speakers from a variety of backgrounds and perspectives to enrich these experiences, and connection-oriented offerings open to all attendees, such as Women in Technology Programs, informal Peer Meetups and other networking opportunities.

Making an impact: Paint for Purpose

Numerous attendees of 2024 conferences had the opportunity to “unwind while giving back” via Paint for Purpose. The program, initially piloted in 2023 and expanded in 2024, is a hands-on charitable activity where attendees collectively paint murals to donate to hospitals through Foundation for Hospital Art, whose mission is to bring comfort and hope through art to people in healthcare facilities around the world. The activity, which requires no artistic experience, provides a chance for attendees to connect, decompress and make a positive community impact. More than 600 attendees participated across six conferences.

> “Paint for Purpose was very fun and gave you a moment to reflect and think about the session you left and get ready for the next one. The cause is also amazing.”
>
> **Gartner Conference Attendee**





Conference sustainability

As we host thousands of business and technical professionals at our conferences across the globe each year, we are committed to minimizing waste, reusing materials and conserving natural resources.

> We're doing our part to minimize the environmental impact of our conferences.

Our conferences are designed to adhere to best practices specific to each host location, while integrating our organization's sustainability initiatives. Additionally, Gartner's expert-led ESG sessions help attendees learn about sustainability practices.





Reducing waste

- Partnering with venues to facilitate landfill diversion through sorting, recycling, composting, reuse and incineration, where available.
- Reducing our reliance on single-use paper and plastic through digital signage and paperless agendas.
- Reusing materials such as modular aluminum for exhibition stands and medium-density fiber desks wherever possible.
- Offering water refill stations, to reduce reliance on single-use plastics.

Conserving energy and emissions

- Partnering with eco-conscious conference suppliers and venues, where possible, powered by renewable energy.
- Limiting out-of-region travel for Gartner associates supporting our conferences.
- Offering vegetarian and vegan menu options to provide an alternative to meat-based products.



Governance

Corporate Governance

Ethics and Compliance

Independence and Objectivity

Information Security, Privacy and Data Protection

Responsible Procurement

Corporate Governance

Gartner is committed to maintaining strong corporate governance practices. Our Board Principles and Practices are reviewed annually and revised in light of legal, regulatory or other developments, as well as emerging best practices, by our Governance/Nominating Committee and Board of Directors.

Our Board, along with the Audit Committee, is responsible for ensuring that an appropriate culture of risk management exists within Gartner, and together with management oversees risk. On a quarterly basis, the Audit Committee receives reports regarding the company's legal and ethical compliance program and initiatives, Gartner Ethics Helpline activities and litigation matters.

Corporate governance highlights

- Lead Independent Director with clearly defined robust responsibilities
- Majority voting for directors
- Proxy access right for stockholders
- Annual election of directors
- Annual Board and Committee performance self-evaluation
- Executive sessions after Board and Committee meetings
- 10 of 11 directors are independent
- Fully independent Board Committees
- Overboarding policy for directors
- Annual director affirmation of compliance with Code of Conduct
- Annual director evaluation of CEO
- Annual review of director compensation by the Compensation Committee
- Independent compensation consultant

Corporate responsibility governance

The Governance/Nominating Committee is responsible for overseeing and periodically reviewing the company's corporate responsibility priorities and initiatives, taking into consideration the impact on internal and external stakeholders. The Governance Committee and/or Board receives quarterly updates on Gartner's approach and progress on corporate responsibility matters.

In addition to the corporate responsibility oversight provided by the Board and its Committees, the company's Corporate Responsibility Executive Council, consisting of the Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Legal Officer and Corporate Secretary, Head of Conferences and other selected leaders, meets on a quarterly basis to discuss corporate responsibility-related topics. In 2024, the Executive Council reviewed our progress toward our science-based targets, Gartner giving and volunteering activity, external corporate responsibility developments and other corporate responsibility-related items. In addition, Gartner's Environmental Sustainability Steering Committee creates, advances and oversees the environmental sustainability strategy at Gartner. Finally, our Corporate Responsibility Regulatory Reporting Steering Committee, comprising leaders from Legal, HR, Global Real Estate and other teams, helps ensure that Gartner remains in compliance with mandatory corporate responsibility reporting requirements around the globe.

The Compensation Committee oversees human capital management. The Compensation Committee reviews the company's strategies, initiatives and programs related to human capital management, including talent recruitment, development and retention, workplace environment and culture, and inclusion.

The Audit Committee has the primary responsibility of assisting our Board of Directors in overseeing risk related to cybersecurity matters. The Board and/ or the Audit Committee receive quarterly cybersecurity-related reports from our Chief Information Officer, which may address a wide range of topics, such as cybersecurity strategy, the threat environment, the status of ongoing information security program initiatives and information security program metrics. In addition, we have documented protocols by which certain cybersecurity incidents that meet established reporting thresholds are escalated within the company and, where appropriate, reported to the Board and/or the Audit Committee.

For more information on our Board Committees and our governance policies and practices, including risk oversight and management succession planning, please refer to the Corporate Governance section of our 2025 Proxy Statement.

Ethics and Compliance

Integrity is at the core of all we do at Gartner. Gartner's Ethics & Compliance (E&C) team works to ensure that our associates understand Gartner's commitment to ethical conduct, the importance of speaking up, and the laws, regulations and policies that apply to our work. All Gartner associates are expected to adhere to Gartner's policies and the laws, which guide associates to uphold the highest ethical standards.

Code of Conduct

The Gartner Code of Conduct, available in multiple languages, is the guide for how we expect associates to conduct themselves in dealings with the communities we serve — both outside and inside the company. Our leaders across the organization and our Board of Directors embrace the Code of Conduct because it protects and advances our greatest assets: Our people and our brand.

Gartner maintains global policies that guide our associates on how to do their jobs while conducting business ethically and lawfully. These include:

- Anti-Bribery Policy
- Anti-Money Laundering Policy
- Antitrust & Competition Law Policy
- Conflicts of Interest Policy
- Gift Policy
- Insider Trading Policy
- Privacy Policy
- Public Policy Advocacy and Political Contributions Policy
- Trade Sanctions Policy

Gartner also maintains fair marketing practices, which adhere to our Privacy Policy and any applicable regulations.

E&C training

We believe that doing the right thing is always the right approach, which is why we require ongoing training for all associates to understand the laws, rules and expected behaviors to perform their jobs. Gartner requires core compliance training (Code of Conduct Training Program) at the time of hire on certain topics, including:

- Code of Conduct (including anti-bribery, antitrust, conflicts of interest, social media and business ethics)
- Sexual harassment prevention and anti-harassment and discrimination, in accordance with applicable laws
- GenAI
- Data protection

The E&C team evaluates Gartner's Code of Conduct Training Program each year, requires annual completion of certain courses in the Code of Conduct Training Program, and ensures that the content and delivery remain fresh, relevant and streamlined. In 2024, the aggregate completion rate for the Code of Conduct Training Program was 98.1%.

Our associates (full-time and part-time) are assigned mandatory training throughout their employment with Gartner. In 2024, nonemployees were assigned a new core training curriculum, which included GenAI, data protection and anti-bribery.

We also take a risk-based, targeted approach providing, as needed, a customized learning experience based on an associate's business unit and role to ensure associates have the tools they need to succeed. For example:

- Training on Ethical Principles for Consulting, Finance, Global Services & Delivery, and Research & Advisory
- Ethical Selling Training for Sales Teams
- Training for associates engaging with government clients, covering topics such as government contracting, Section 508 compliance and security awareness
- Invest Compliance Training



Speak up

Gartner expects associates to work with integrity, professionalism and mutual respect, and helps to foster a work environment that is safe, healthy and free from harassment and retaliation. We encourage all associates to ask questions and report any potential or actual misconduct through the available reporting channels. Associates have multiple reporting channels to raise an issue or concern: their manager, another manager in their business unit, their HR partner or the Gartner Ethics Helpline, available 24/7, which allows for local-language anonymous reporting where permitted by local law. Finally, any concerns related to independence and objectivity can be reported to the Office of the Ombuds. Retaliation is not tolerated.

When concerns about any issue are raised, they are investigated thoroughly and confidentially through our established processes for handling reports. Any person accused of wrongdoing will be treated fairly and objectively. When substantiated, prompt remedial action is taken with the support of Human Resources and the relevant business unit.

Ethics oversight

The Audit Committee of the Board of Directors oversees the E&C program and regularly reviews it to make certain we are addressing new risks and incorporating innovations. The E&C team creates, maintains, communicates and implements the documented policies and procedures, and partners with senior managers who advocate and reinforce the ethical and lawful foundations of Gartner culture in their domain of influence. Gartner retains a team of legal and compliance professionals as stewards of the E&C program.



The E&C team extends its reach with E&C Ambassadors, members of the Global Commercial Legal team who dedicate a percentage of their time to the E&C program. E&C Ambassadors are trusted, in-region contact points for Gartner associates, clients and non-clients for all E&C issues. They provide culturally sensitive, in-time-zone support and, where necessary, in local languages.

Audits and risk assessments

The E&C team continuously monitors and assesses current and emerging risks to ensure the ongoing improvement and effectiveness of our E&C program. Partnering with Enterprise Risk Management, the E&C team conducts an annual risk assessment to identify key legal and compliance risks and how those risks are monitored and mitigated. Gartner's Internal Audit team also audits facets of the E&C program, such as anti-corruption and trade sanctions.

Corporate political contributions and lobbying

The company does not make any contributions from corporate funds to candidates for state, local or federal office or to political parties. Gartner also does not make any contributions from corporate funds to organizations classified under the Internal Revenue Code as Section 527 entities or to any Super Political Action Committees (PACs), ballot initiatives, electioneering communications or for independent political expenditures. The company does not maintain a PAC.

From time to time, we engage in public policy discussions with federal, state and local governments. When we determine it is in the best interest of our company, we work with lobbyists to provide information and perspectives that support our point of view to government officials.



Independence and Objectivity

Independence and objectivity are at the heart of Gartner's business. Clients depend on us for objective insight free of bias so they can make faster, smarter decisions on their mission-critical priorities.

The management and analysts of Gartner Research independently establish research methodologies, monitor content quality and set publishing agendas, free of external influence or interference. Gartner's research is offered by subscription and published for all eligible clients. There is no custom research or "white paper" offering; Gartner positions are developed through a collaborative process by the research teams that cover particular topics. Each piece of Gartner research is subject to a rigorous peer-review process by members of the worldwide analyst community, and review by Research management and content topic leaders is required prior to publication. This process is designed to surface any inconsistencies in our research methodology, data collection and conclusions, as well as to fully leverage Gartner's collective expertise on any research topic. Review our research methodologies in more detail here.

Vendors and service providers that are evaluated in Gartner Research are selected based on objective inclusion criteria. And they are evaluated through a rigorous and consistent methodology. Detailed information about Gartner's research processes is available here.

There are also policies, processes and systems in place to establish separation between our distinctly different business units of R&A and Consulting to protect client confidentiality and research objectivity. For example, if Gartner Consulting is engaged by a technology provider client to study a market segment or services provided by that company to a specific customer or group of customers, this information will not be used or incorporated for publication in our subscription research services. Gartner Consulting also protects Gartner's independence and objectivity by offering only strategic Consulting services that do not involve vendor implementation services or custom research.

Gartner's Office of the Ombuds

Gartner's Office of the Ombuds is committed to upholding the integrity of Gartner's research and advice. The Ombuds team sits within Legal & Compliance and is not part of Research, Consulting, Sales or Services. Ombuds plays a significant role in product governance by independently reviewing concerns to ensure research methodologies are followed. The Ombuds team is available to address inquiries and investigate matters concerning the integrity of Gartner research, the processes employed to maintain that integrity, and the unbiased evaluation of technology and service providers. For vendors evaluated and mentioned in Gartner research, there is a clear escalation process for concerns. Learn more about the Ombuds here.

Information Security, Privacy and Data Protection

We have implemented a layered cybersecurity program to assess, identify and manage risks from cybersecurity threats that may result in material adverse effects on the confidentiality, integrity and availability of our information systems, networks and data systems. In addition, we have adopted a documented Incident Response Plan that applies in the event of a cybersecurity incident to provide a standardized framework for response. In general, our incident response process follows the National Institute of Standards and Technology (NIST) 800-61 framework and focuses on four phases: preparation; detection and analysis; containment, eradication and recovery; and postincident remediation. We also maintain a written Information Security Policy, which establishes the foundational components of our cybersecurity program and our high-level security responsibilities over all technologies, facilities and data.



Information security governance and team

The Audit Committee has the primary responsibility of assisting our Board of Directors in overseeing risk related to cybersecurity matters. At the management level, our Chief Information Officer, who reports directly to the CEO, provides quarterly updates to the Board and/or Audit Committee on various cybersecurity matters. Our Chief Information Security Officer (CISO), who reports directly to our CIO, is responsible for understanding, managing and communicating cybersecurity risk internally to our management and works closely with Legal to oversee compliance with legal, regulatory and contractual security requirements. Our CISO heads the Information Security team, which is responsible for implementing, monitoring and maintaining cybersecurity and data protection practices across our business.

Data protection program

We recognize the importance of having effective, meaningful policies and controls to govern the collection, use, analysis, processing and disclosure of confidential information, including (but not limited to) personal information. The Gartner Privacy Policy describes how we collect, use and handle personal information and how individuals can request access to, amendment to or deletion of their data. When engaging service providers and third-party vendors, we perform due diligence to assess whether these providers have appropriate privacy and security controls, and we generally require these providers to implement appropriate protective measures, and to use confidential information solely for the purposes of performing their services. Gartner subsidiaries are required to comply with our data protection policies, procedures and applicable laws.

> In 2024, Gartner's Legal & Compliance (L&C) team launched a dedicated mandatory training for associates on generative AI to ensure our organization can leverage AI technology in a safe and secure way. This training underscored how we are always providing the latest guidance to meet the ever-evolving technology and legal landscapes.

Our dedicated Privacy & Data Protection Team oversees Gartner's enterprisewide data protection compliance program to ensure that Gartner appropriately handles and protects personal and other confidential information and complies with relevant data protection laws and regulations, such as the European Union General Data Protection Regulation (GDPR); the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA); the Brazilian General Data Protection Law (LGPD); the Chinese Cybersecurity, Data Security and Personal Information Protection laws; and others.

Information security and data protection training

Our associates are one of our first lines of defense against cyberattacks. To support them, associates receive security training in connection with onboarding, as well as annual awareness and ongoing training activities. Topics covered in the Information Security New Hire 101 training for new associates and contractors include information security policies, user accounts and password management, device management, and phishing and incident reporting. This training is also available to any current Gartner associate or contractor.

All new Gartner associates are also required to complete the Gartner Data Protection Training course as part of the onboarding process, and existing associates are required to complete annual data protection training. In 2024, 98% of all Gartner associates completed the annual training, which covers topics such as data classification; proper handling of different types of data; how to spot, avoid and report phishing emails; how to report privacy or security incidents; and acceptable use of Gartner systems. During training, associates attest that they have read and understood our internal data protection policies, such as our Acceptable Use and Information Classification Policies. In addition to annual data protection training, business-unit-specific data protection training is provided to associates who regularly handle personal information of clients and associates. Gartner associates also receive training on an ongoing basis related to emerging security threats, new security processes and policies, or tailored security expectations specific to their role. Furthermore, we conduct quarterly phishing tests to improve our associates' ability to identify and report phishing threats.

Finally, all Gartner application developers are required to take a specialized mandatory training. To supplement formal training, we regularly share communications with associates, informing them of our approach to information security, and of threats to be aware of across the broader cybersecurity landscape, such as social engineering attacks.

Certification

Gartner maintains certification with ISO 27001* for our information security management system (ISMS), which covers 100% of Gartner's business operations, office locations and remote workers. ISMS resources include processes, people and systems supporting the protection of sensitive client information, proprietary information and operational information in relation to the global provision of internal IT activities. In addition, we maintain general alignment with other standard setters where applicable, such as UK Cyber Essentials and NIST Cybersecurity Framework.

For further information on Gartner's approach to cybersecurity, please see the Cybersecurity section of Gartner Form 10-K.

* In accordance with the statement of applicability version 8.1, dated July 30, 2024.



Responsible Procurement

We hold our suppliers to the same high standards to which we hold ourselves through the Gartner Supplier Code of Conduct, which defines our guidelines around conducting business lawfully and ethically. The Gartner Supplier Code of Conduct details our expectations with regard to:

- Anti-bribery and anti-corruption compliance
- Compliance and misconduct reporting
- Environmental sustainability
- Fair labor practices, including with respect to wages
- Privacy and data security
- Supplier program
- The protection of human rights

Gartner conducts sanctions screenings on suppliers and additional due diligence as appropriate to ensure that suppliers meet Gartner's standards. Sanction screening involves checking the names of actual and potential suppliers against watchlists to ensure that Gartner does not do business with any entity either in a sanctioned country or on a list of entities with which Gartner is legally prohibited from doing business. We also do sanction screenings on other third parties, including clients.

Human rights

Gartner is committed to human rights in the workplace and has zero tolerance for modern slavery and human trafficking in our supply chains or in any part of our business. We maintain a Human Rights Policy, which applies to all Gartner associates, those doing business with or for Gartner, and others who may act on Gartner's behalf. It also applies to all Gartner office locations and wherever Gartner business is conducted. In addition, we issue Modern Slavery Statements for both Gartner U.K. Limited as well as Gartner Australasia PTY Limited.

As stated in our Human Rights Policy, Gartner:

- Recognizes its responsibilities with regards to workplace health and safety, employee privacy and freedom of association;*
- Prohibits the use of forced labor and child labor;
- Does not tolerate any form of harassment or discrimination; and
- Works to ensure compliance with applicable labor and employment laws, including those regulating wages and hours.

Gartner offers all internal and external stakeholders a method to report possible misconduct or concerns, including human rights issues. Associates can raise their concerns to their manager, HR partner or Legal & Compliance. In addition, possible misconduct or concerns may be submitted 24/7 by telephone or via the web anonymously and in local language through our third-party Gartner Ethics Helpline.

As a professional services organization, we have not deemed human rights abuses in our organization and supply chain to be a material topic based on our materiality assessment.

*In Germany, France and the Netherlands, Gartner has established work councils, which are defined as a group of associates elected by their peers to represent their interests with the Company. Depending on the local legislation, the work council can have rights concerning co-determination, consultation and the distribution of information within the company.

Small Business Supplier Program

Gartner's Small Business Supplier Program aims to bring small businesses into our global supply base. Gartner's strategy for inclusive procurement identifies potential suppliers, promotes competition and generates economic opportunities for all communities, with a particular focus on suppliers in Australia, Canada, the U.K. and the U.S. We strive to increase our spend with small suppliers each year.

As part of Gartner's Small Business Supplier Program, we maintain a U.S. Small Business Program to satisfy U.S. government contracting requirements. Each year, we write a Commercial Small Business Subcontracting Plan which helps us set goals, track and report our Small Disadvantaged Business, Women-Owned Small Business, Veteran-Owned Small Business and several other socioeconomic categories of vendor spend in the U.S. We work with the federal government to set the socioeconomic targets in the plan and then seek a review by the U.S. GSA and SBA. Gartner's Subcontracting Plan requires us to report summary results of our efforts annually.

The GSA has approved and accepted Gartner's most recent plan, which runs from October 2024 to September 2025.





Appendix

Corporate Responsibility Metrics

GRI Content Index

SASB Index

TCFD Response

Corporate Responsibility Metrics

Company Overview	
Organization name	Gartner, Inc.
Total revenue	$6.3 billion
Geographic Revenue Split	
U.S. and Canada	$4.0 billion
Europe, Middle East and Africa (EMEA)	$1.5 billion
Other international	$0.7 billion
Primary brands, products, services	About Gartner
Location of headquarters	Stamford, CT, U.S.
Countries of operations (number of global offices)	~85 offices around the world Worldwide offices
Markets served	Gartner Form 10-K
Global associates (number)	21,044*
Key stakeholders	Stakeholder engagement and materiality assessment
Reporting period	January 1 through December 31, 2024
Report cycle	Annual
Report contact	csr@gartner.com investor.relations@gartner.com

*Total number of associates does not include interns, full-time contractors, casual workers, etc.

Corporate Responsibility Metrics

Governance	
Audit Committee practices	Audit Committee Charter
Board compensation practices	Compensation Committee Charter
Board nomination practices	Governance/Nominating Committee Charter
Board of Directors	Board of Directors
Independent Board members	91%
Female Board members	36%
Male Board members	64%
Racially or ethnically diverse Board members	27%
Not racially or ethnically diverse Board members	73%
Board remuneration disclosure	2025 Proxy Statement
Code of Conduct	Code of Conduct
Associates who read and acknowledged the Code of Conduct	98.1%
Business ethics and integrity	Ethics and Compliance CEO and CFO Code of Ethics Code of Conduct and other Gartner Policies Ombuds

For further information on the selection of nominees for election to the Board, please refer to the Corporate Governance section of the 2025 Proxy Statement.

Corporate Responsibility Metrics

Governance	
Systemic risk management	Risk management discussed throughout Governance section
Product governance: External certification of quality management systems	Information Security Management System ISO 27001 which covers 100% of Gartner's business operations, office locations and remote workers Quality Management System ISO 9001 which covers Gartner EMEA Consulting Public Sector
Product governance: Evidence that the company offers sustainability-related products or services	Clients
Data Security and Protection	
Description of approach to identifying and addressing data security risks	Information Security, Privacy and Data Protection
Description of policies and practices relating to collection, usage and retention of customer information	Privacy Policy
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 associates	Information security and data protection training
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	Information Security, Privacy and Data Protection
Managerial responsibility for privacy and data security	Information Security, Privacy and Data Protection
Regular associate training on data privacy and security issues	Information security and data protection training

Corporate Responsibility Metrics

Governance	
Data Security and Protection (Continued)	
Measures to prevent data security breach	Information Security, Privacy and Data Protection
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	Information Security, Privacy and Data Protection
Regular security audits on the company's technologies and practices affecting user data	Information Security, Privacy and Data Protection
Responsible Procurement	
Commitment to responsible sourcing	Responsible Procurement
Human rights commitment	Human Rights Policy Human rights Modern Slavery Act Statements available on our Policies page
Supplier Code of Conduct	Supplier Code of Conduct

Associates	
Inclusion	
Commitment to Inclusion	Our approach to inclusion
Global associates (number)	21,044*

*Total number of associates does not include interns, full-time contractors, casual workers, etc.

Corporate Responsibility Metrics

Associates	
Associates by Gender (Globally)	
Female	47.6%
Male	52.2%
Not Disclosed/Not Available	0.2%
VP+ Associates by Gender (Globally)	
Female	29.1%
Male	70.7%
Not Disclosed/Not Available	0.2%
Associates by Race/Ethnicity (U.S. Only)	
White (Not Hispanic or Latino)	72.0%
Asian (Not Hispanic or Latino)	9.1%
Hispanic or Latino	8.4%
Black or African American (Not Hispanic or Latino)	5.0%
Not Disclosed/Not Available	2.8%
Two or More Races (Not Hispanic or Latino)	2.2%
American Indian or Alaska Native (Not Hispanic or Latino)	0.3%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.2%

In 2024, we continued promoting our Self-ID program, which enables associates to voluntarily share personal information about themselves. This helps us understand our workforce and prioritize efforts accordingly.

Associate data is as of December 31, 2024.

Data in the above table was updated in March 2026 due to an error in the original report.

Corporate Responsibility Metrics

Associates	
VP+ Associates by Race/Ethnicity (U.S. Only)	
White (Not Hispanic or Latino)	79.9%
Asian (Not Hispanic or Latino)	10.3%
Hispanic or Latino	2.9%
Not Disclosed/Not Available	2.1%
Black or African American (Not Hispanic or Latino)	3.0%
Two or More Races (Not Hispanic or Latino)	1.5%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.1%
American Indian or Alaska Native (Not Hispanic or Latino)	0.1%
Executive Management by Gender (Globally)	
Female	21.4%
Male	78.6%
Not Disclosed/Not Available	0.0%
Recruiting	
Initiatives for talent recruitment	Associate Recruitment

Data is as of December 31, 2024.

Corporate Responsibility Metrics

Associates	
Learning and Development	
Programs for upgrading associate skills	Leadership and professional development
Job-specific development training programs	Leadership and professional development
Comprehensive leadership development training	Leadership and professional development
Number of training days associates receive	Leadership and professional development
Associate Engagement	
Associate engagement assessment	Engagement surveys
Employee Resource Groups	Employee Resource Groups
Initiatives for talent retention	Talent retention initiatives discussed throughout Associates section
Associate turnover data disclosure (%)	Total 13.8% (Voluntary 9.4%, Involuntary 4.4%)
Comprehensive benefits	Benefits
Employee stock ownership plan	Benefits
Corporate matches of associate giving	Communities
Associate participation in giving and volunteering	Communities
Volunteer participation	Approximately 19,600 volunteer hours

Corporate Responsibility Metrics

Associates	
Career Progression	
Initiatives for career progression	Career progression
Human capital development metrics	Career progression
Formal mechanisms to promote an open feedback culture	Performance management
Regular formal performance reviews for all associates aligned with career development	Performance management

Sustainability	
Greenhouse Gas Emissions (tCO_2e)	
Scope 1	904.0
Scope 2 (location-based)	10,235.0
Scope 2 (market-based)	7,242.0
Scope 3	
Purchased Goods and Services	26,636.3
Capital Goods	3,886.1
Fuel- and Energy-Related Activities	1,945.0
Waste Generated	118.0
Business Travel	21,426.8
Employee Commute	5,882.8

*Numbers may not add to totals shown because of rounding.

Corporate Responsibility Metrics

Sustainability	
Greenhouse Gas Emissions (tCO_2e) (Continued)	
Scope 3 total	59,895.0
Total of Scope 1, Scope 2 (market-based), Scope 3	68,040.9
Energy (MWh)	
Total electricity consumption	24,064.0
Total natural gas and diesel fuel consumption	2,238.5
Total energy consumption	26,302.4
Renewable energy consumption	9,456.8
Electricity consumption from renewable energy sources (%)	39.3%
Near-term science-based targets	
Scopes 1 and 2	Reduce absolute Scopes 1 and 2 greenhouse gas emissions by 53% by 2029 from a 2019 base year.
Scope 3	Reduce Scope 3 greenhouse gas emissions from business travel and employee commuting per full-time employee by 52% by 2029 from a 2019 base year. 50% of suppliers by spend covering purchased goods and services and capital goods will set science-based targets by 2027.
Progress on near-term science-based targets	Carbon emissions reporting
Waste	
Office landfill diversion rate	76.9%
Water	
Office water consumption (m3)	138,970.9

GRI Content Index

Statement of use	Gartner, Inc. has reported the information cited in this GRI content index for the period January 1 through December 31, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021	
2-1 Organizational details	Gartner Form 10-K
2-2 Entities included in the organization's sustainability reporting	We report Gartner material nonfinancial impacts for Gartner, Inc., as a single entity.
2-3 Reporting period, frequency and contact point	About this report csr@gartner.com investor.relations@gartner.com
2-4 Restatements of information	2019 Scope 3 data has been restated as we continue to improve the accuracy of our carbon accounting methodology.
2-5 External assurance	We have obtained external limited assurance from Apex Companies, LLC, for our greenhouse gas emissions data for 2019 (our base year), 2022, 2023 and 2024.
2-6 Activities, value chain and other business relationships	Gartner Form 10-K
2-7 Employees	Corporate Responsibility Metrics — Associates
2-9 Governance structure and composition	Corporate Governance 2025 Proxy Statement
2-10 Nomination and selection of the highest governance body	2025 Proxy Statement Governance/Nominating Committee Charter

GRI Content Index

GRI 2: General Disclosures 2021 (Continued)	
2-11 Chair of the highest governance body	Board of Directors
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate responsibility governance
2-13 Delegation of responsibility for managing impacts	Corporate responsibility governance
2-17 Collective knowledge of the highest governance body	Corporate responsibility governance
2-22 Statement on sustainable development strategy	Letter From Our Chairman and CEO Our Approach to Corporate Responsibility
2-23 Policy commitments	Gartner Policies
2-29 Approach to stakeholder engagement	Stakeholder engagement and materiality assessment

GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Stakeholder engagement and materiality assessment
3-2 List of material topics	Stakeholder engagement and materiality assessment

GRI Content Index

GRI 201: Economic Performance 2016	
3-3 Management of material topic	Gartner Form 10-K About Gartner
201-1 Direct economic value generated and distributed	Gartner Form 10-K About Gartner Communities
201-2 Financial implications and other risks and opportunities due to climate change	TCFD Response

GRI 205: Anti-Corruption 2016	
3-3 Management of material topic	Ethics and Compliance
205-2 Communication and training about anti-corruption policies and procedures	Ethics and Compliance

GRI Content Index

GRI 305: Emissions 2016	
3-3 Management of material topic	Sustainability
305-1 Direct (Scope 1) GHG emissions	Carbon Accounting Corporate Responsibility Metrics — Sustainability
305-2 Energy indirect (Scope 2) GHG emissions	Carbon Accounting Corporate Responsibility Metrics — Sustainability
305-3 Other indirect (Scope 3) GHG emissions	Carbon Accounting Corporate Responsibility Metrics — Sustainability

GRI 401: Employment 2016	
3-3 Management of material topic	Associates
401-1 New employee hires and employee turnover	Corporate Responsibility Metrics — Associates
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits
401-3 Parental leave	Benefits

GRI Content Index

GRI 404: Training and Education 2016	
3-3 Management of material topic	Leadership and professional development
404-1 Average hours of training per year per employee	Leadership and professional development
404-2 Programs for upgrading employee skills and transition assistance programs	Leadership and professional development
404-3 Percentage of employees receiving regular performance and career development reviews	Career progression

GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topic	Our approach to inclusion
405-1 Diversity of governance bodies and employees	Corporate Responsibility Metrics — Governance, Associates

GRI 413: Local Communities 2016	
3-3 Management of material topic	Communities
413-1 Operations with local community engagement, impact assessments and development programs	Communities

SASB Index

Data Security	
Description of approach to identifying and addressing data security risks	Information Security, Privacy and Data Protection
Description of policies and practices relating to collection, usage and retention of customer information	Information Security, Privacy and Data Protection Privacy Policy

Workforce Diversity and Engagement	
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Corporate Responsibility Metrics — Associates
(1) Voluntary and (2) involuntary turnover rate for employees	Corporate Responsibility Metrics — Associates
Employee engagement as a percentage	Engagement surveys

Professional Integrity	
Description of approach to ensuring professional integrity	Ethics and Compliance

TCFD Response

Governance	
Disclose the organization's governance around climate-related risks and opportunities.	
a. Describe the Board's oversight of climate-related risks and opportunities.	Gartner's Governance/Nominating Committee of the Board of Directors is responsible for overseeing and periodically reviewing the company's corporate responsibility priorities and initiatives, taking into consideration the impact on internal and external stakeholders. The Governance/Nominating Committee receives quarterly updates and the full board receives an annual update on corporate responsibility matters from the Chief Legal Officer and Corporate Secretary. Updates encompass Gartner's approach and progress on corporate responsibility, including climate change and our near-term science-based targets, which have been validated by SBTi and serve as milestones for our net-zero commitment and climate transition plan. Gartner's Chairman of the Board and CEO provides ultimate approval on our climate strategy, including our net-zero commitment and science-based targets.
b. Describe management's role in assessing and managing climate-related risks and opportunities.	Gartner's Chief Legal Officer and Corporate Secretary, who reports to Gartner's CEO, updates the Governance/Nominating Committee quarterly and the full Board annually on Gartner's approach and progress on corporate responsibility. The Chief Legal Officer and Corporate Secretary also oversees our science-based targets, our climate-related disclosures, our climate change risk assessment, which is supported by ERM, and the maintenance of our Environmental Sustainability Policy. Additionally, the Chief Legal Officer and Corporate Secretary oversees teams that, in conjunction with other business units such as Global Real Estate, Finance, IT and others, calculate and report on Gartner's carbon footprint and engage with the value chain on climate-related issues, from obtaining primary emissions data from suppliers to providing climate-related information to clients who request this as part of their RFP or supply chain engagement process. Gartner's Corporate Responsibility Executive Council, consisting of the Chief Financial Officer, Chief Human Resources Officer, Chief Information Officer, Chief Legal Officer and Corporate Secretary, Head of Conferences and other selected leaders, meets on a quarterly basis to discuss corporate responsibility-related topics, including our progress on our science-based targets. For further detail on this Executive Council, see Corporate responsibility governance. Established by the Corporate Responsibility Executive Council, Gartner's Environmental Sustainability Steering Committee creates, advances and oversees Gartner's environmental sustainability strategy. This entails defining Gartner's sustainability goals, collecting environmental data from across the business, identifying and monitoring risks, and overseeing outcomes of environmental sustainability projects and initiatives. The Steering Committee meets quarterly and includes representatives from Conferences, Corporate Communications, Corporate Responsibility, Finance, HR, IT, Legal, Real Estate, Source to Contract (procurement), and Research & Advisory teams. Each business unit represented on the Steering Committee engages to identify opportunities to incorporate environmental sustainability into Gartner's operations and to assess the impact of initiatives and decarbonization progress. For further detail on this Committee, see Sustainability Governance.

TCFD Response

Strategy	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	The overall results of Gartner's climate change risk assessment indicate that the risk of climate change is relevant but is not anticipated to have a substantive effect* on our organization as each of the risks we evaluated does not meet our threshold of substantive effect. Gartner is a professional services organization and does not have a carbon-intensive value chain in terms of tons of carbon emitted/value created. We evaluated the following risks to make this determination: **Extreme weather event disruption (acute physical):** An extreme weather event at a Gartner location, such as a hurricane or earthquake, causes physical damage, harm to associates, and/or creates an operational disruption that prevents Gartner from delivering client services or performing critical business activities. **Regulatory compliance (legal/current regulation):** Noncompliance with climate change-related regulatory or legal requirements in the regions or markets where Gartner operates. **Negative shareholder feedback (reputation):** Failure to implement adequate climate-related policies or meet net-zero goals results in negative shareholder feedback, loss of shareholders or shareholder activism. **Failure to earn new business/contract compliance (market/legal):** Failure to earn new business or deliver on contractual requirements due to sustainability practices, including climate-related requirements or inability to deliver on contracts due to a climate-related event. **Sustainable energy in operations (technology):** Failure to transition to lower-emission technologies in our operations, including offices, utility usage, conference space, and travel increases carbon footprint and prevents Gartner from meeting emissions reduction targets. In terms of opportunities, we positively affect the mission-critical priorities of leaders in approximately 14,000 client enterprises across every industry. Gartner's 2024 CEO Survey found that environmental sustainability is an enduring priority, and Gartner has deep insights across many sustainability topics, from impending energy shortages to ESG regulatory reporting demands. Our insights empower executive leaders to achieve sustainability goals, drive sustainable growth and gain stakeholder trust. As such, there is a potential opportunity for revenue growth from demand for climate-related research and advisory services; however, our calculations have determined that the optimistic projections, although moderate in terms of magnitude of impact, do not meet our threshold for substantive effect.

*Gartner does not have a single definition of substantive financial or strategic impact across our organization. For the purposes of identifying climate-related risks and our CDP response, we define substantive financial or strategic impact based on our Enterprise Risk Management program's framework. Our climate change risk identification process includes measurement of probability, impact, velocity and process effectiveness.

TCFD Response

Strategy	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material. (continued)	
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Climate opportunities have impacted our strategy in that we continue to provide sustainability research for clients. From an operational perspective, we have undertaken initiatives including transitioning to renewable energy, improving the energy efficiency of our offices and IT, including data centers, and responsibly managing business travel. We have realized significant savings through reduced business travel costs compared with prepandemic levels. As it pertains to our supply chain, we have updated our Supplier Code of Conduct to include a provision for sustainability. In addition, through the CDP Supply Chain Engagement program, we have obtained primary emissions data from suppliers and are tracking the percentage of suppliers by spend covering purchased goods and services that have set science-based targets. With regard to financial planning, we have incurred direct costs and/or capital expenditures through transitioning to renewable energy, sustainable office build-outs, and investment in IT infrastructure and equipment.
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 C or lower scenario.	Gartner's climate strategy has been influenced by climate-related risks and opportunities, and we have developed a decarbonization plan. Gartner's near-term science-based targets have been validated by SBTi as in line with a 1.5 C trajectory. In 2024, Gartner conducted a climate risk scenario analysis (using 1.5- and 3-degree scenarios) to evaluate climate change impact. This exercise helped us identify, for example, office locations where climate vulnerability and readiness might pose risks to Gartner's operations. As adaptation costs are anticipated to grow as global mean temperatures increase, Gartner continues to monitor climate risk as part of its financial management, real estate planning, conferences planning and IT planning processes. Gartner also continues to strengthen its overall business resiliency efforts, including efforts of our cloud service providers, to help the company prepare for potential climate disasters and to address chronic climate change.

TCFD Response

Risk Management	
Disclose how the organization identifies, assesses and manages climate-related risks.	
a. Describe the organization's processes for identifying and assessing climate-related risks.	Gartner conducts a climate change risk assessment annually. The process is supported by the ERM team, Corporate Responsibility team and members of Gartner's Environmental Sustainability Steering Committee, and is validated by senior leaders including those from finance and legal. The 2024 process entails the following steps. First, we identified relevant risks through a review of CDP and TCFD guidance, peer disclosures, our Annual Report on Form 10-K risk factor disclosure, Gartner and external research, our previous risk assessment and feedback from Gartner's ERM team. We then reviewed a root cause analysis performed in 2023 to identify any new actions performed by management to address climate risks. Next, we performed the climate risk scenario analysis to understand the longer-term chronic climate-related impacts. Then, working with the Environmental Sustainability Steering Committee, we assessed and ranked risks, scoring four factors including probability, impact, velocity and process effectiveness. Other activities included: mapping extreme and chronic weather events to Gartner office and data center locations; and documenting financial impacts of certain climate risks and opportunities. In addition to the annual climate change risk assessment, Gartner's Global Safety and Security team oversees and manages holistic safety and security of associates, which includes emergency preparedness for a wide range of natural disasters. Please see Associate Safety and Security to learn more.
b. Describe the organization's processes for managing climate-related risks.	For each risk type included in our climate risk assessment, we have documented mitigating processes carried out by various groups at Gartner. As an example, we seek to mitigate acute physical risks of climate change through a number of mechanisms, including workforce planning processes to periodically evaluate our location strategy, securing generators in locations prone to extreme weather, maintaining property insurance for all leased offices, as well as establishing crisis management processes and business continuity plans for critical locations and functions.
c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Gartner's climate change risk assessment is conducted by management, including members of the Environmental Sustainability Steering Committee, with the support of the ERM team. This approach follows risk assessment best practices, while ensuring management is aware of the relevant climate-related risks, how they are assessed and what processes are in place to manage them across the organization. Management uses the results of the risk assessment to help prioritize climate-related activities. The results are also communicated to the Corporate Responsibility Executive Council so risk considerations can be incorporated into climate-related planning and decision making.

TCFD Response

Metrics and Targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Corporate Responsibility Metrics — Sustainability
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Corporate Responsibility Metrics — Sustainability
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainability: Near-Term Emissions Targets