

## Confidentiality Designation of Data Points

The [Use of Information Policy](#) for the S&P Global Corporate Sustainability Assessment (CSA) provides that S&P Global shall not publish or redistribute data points designated as confidential in the Sustainability Portal pursuant to the designation options provided by S&P Global.

One of the designation options is to permit S&P Global to use all data points\* we provide with the exception of those provided for, or in response to, the “List of Confidential Datapoints” but otherwise in accordance with the Use of Information and Confidentiality Policy.

### List of Confidential Data Points

This list applies to the 2026 CSA cycle and will not be subject to any changes after April 1, 2026. It applies to companies choosing the above-described designation option in the Sustainability Portal for their CSA submission in 2026, provided that the question is applicable to the respective CSA questionnaire.

Criterion	Question	Datapoints
Corporate Governance	CEO to Employee Pay Ratio	ONLY total figures for CEO compensation & employee compensation will be confidential – The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation WILL be made public
Labor Practices	Gender Pay Indicators	
	Workforce Breakdown: Race/Ethnicity & Nationality	

\*Data points as defined in the Use of Information and Confidentiality Policy

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