

Enterprise Sustainability

# Climate Transition 2024 Update



# Contents

03	Introduction	11	Governance
03	About this Report	12	Environmental Statem
04	Morningstar's Commitment to Sustainability		
04	Morningstar's Climate Commitment		
		13	Appendix
		16	Endnotes
05	Climate Transition Update		
05	Emissions		
07	Workplace Facilities and Data Centers		
40	Devend Over Feetlittee, Overteinschle Investigen Overseit		

10 Beyond Our Facilities: Sustainable Investing Summit

ment

## About This Report

Morningstar's 2024 Climate Transition Update describes progress made in 2024 against our climate goals. We publish this summary annually in order to track our progress against milestones laid out in our 2022 Climate Transition Plan<sup>i</sup>, which described initiatives, programs, and relationships that enable Morningstar to decarbonize our operations and value chain.

Our Climate Transition Plan and annual updates are just one portion of our public sustainability reporting portfolio. In addition, we publish an annual corporate sustainability report, a Task Force on Climate Related Financial Disclosuresaligned report, and regular scorecards on our alignment with organizations such as the United Nations Global Compact and the U.N.-backed Principles for Responsible Investment. Together, these reports detail our work to incorporate sustainability principles across the Morningstar enterprise. As our progress in sustainability

management expands, we continue to promote transparency through additional public reports, available on our <u>Sustainability Policies &</u> Reports Center.





Morningstar Headquarters.





## Morningstar's Commitment to Sustainability

Morningstar's commitment to sustainability is integral to our mission and shapes efforts across the firm. We aim to provide sustainable-investing choices for investors of all types. We seek to build a sustainable business and workplace. We embrace transparency and global standards and disclose relevant and comparable data for our stakeholders."

For more information on our sustainability strategy and progress, please visit our latest corporate sustainability report on our Corporate Sustainability website.

## Morningstar's Climate Commitment

We aim to reduce Morningstar's impact on environment while expanding the growth of our business and the reach of our produc Morningstar is uniquely suited to support investments in innovative solutions to globa climate change through our product offering which are built to serve investors of all types We understand that limiting global emission requires a whole economy in transition and that systemic change requires ambitiou commitments across the financial system. Our goals pertaining to climate support our toward environmental impact reduction.

At Morningstar, our climate commitment means acting prudently to reduce the impac our business operations while engaging in transparent, long-term planning and repo in the context of global climate change. It entails contributing insight to shared frameworks for measuring our progress and enhancing relevant portions of our product offerings to incorporate science-based net zero targets.

the cts.	CO <sub>2</sub>	In the short term, Morningstar has committed to reducing measured greenhouse gas emissions by 50% by 2030 against a 2019 baseline.
al ngs, es. ons		In the long term, Morningstar has committed to achieving net zero by 2050 in absolute margins.
ous r path		Morningstar will deliver annual reporting on progress.
ct of		The firm will work to develop Morningstar product parameters relevant to net zero transition plans, making these methodologies transparent on public platforms.
orting		

Our strategy to implement these commitments while expanding the growth of our business rests on four approaches:

- ► We recognize the power of our data, research, services, and products to inform investors on climate-related investment risks and opportunities.
- ► We seek to advance a climate program that emphasizes emissions reduction across our business operations.
- ► We support the development of transparent carbon markets, technology, and innovation to contribute to carbon removal.
- ► We build and maintain relationships and commit to outside reporting and measurement frameworks designed to support a global transition to net zero.











## Emissions

At Morningstar, the primary components of our produced greenhouse gas emissions are the buildings we occupy (including our data centers); portions of our business-related offerings (like our conferences); business travel; and our supply chain. A full narrative of our 2024 emissions data, trends, and data-quality enhancements can be found in the Environmental Impact section of our 2024 Corporate Sustainability Report. Learn more about our climate scenario analysis on our climate-related transition risks in <u>Morningstar's TCFD Report</u>.



Colleagues connect on the patio at Morningstar's Chicago Headquarters.





## **Environmental Impact:** Our Contributions

<ul> <li>Scope 3</li> </ul>	5,406	1,200	890	2,953	4,102	5,663
Total	13,718	8,265	7,848	9,992	11,163	12,769
<ul> <li>Scope 1</li> </ul>	474	580	616	367	290	239
<ul> <li>Scope 2 Market-Based</li> </ul>	7,813	6,382	6,066	6,270	6,176	1,932
<ul> <li>Scope 3</li> </ul>	5,406	1,200	890	2,953	4,102	5,663
Total	13,693	8,162	7,572	9,590	10,568	7,834

<b>Scope Emission Details</b> (tCO <sub>2</sub> e)	2019	2024	
• Scope 1			
Fuel	352	239	32% √
Fugitives	122	 0	100% J
<ul> <li>Scope 2 Location-Based</li> </ul>			
Electricity, Steam, Heating, and Cooling	7,838	6,867	12% \
<ul> <li>Scope 2 Market-Based</li> </ul>		 	
Electricity, Steam, Heating, and Cooling	7,813	1,932	75%
• Scope 3		 	
Air Business	4,120	4,325	5% /
Hotels	658	536	19% <
Rail Business	49	 38	22% <
Road	373	319	14% <
Waste	206	97	53% <
Cloud Services	N/A	348	

### **Morningstar's Emissions**

In 2024, Morningstar's total (location-based)<sup>iii, iv</sup> emissions were 12,769 metric tons of carbon dioxide equivalent (tCO<sub>2</sub>e), an increase of 1,606 tCO<sub>2</sub>e from last year, and total (market-based) emissions were 7,834 tCO<sub>2</sub>e, a decrease of 2,734 tCO₂e from last year. This location-based increase was primarily due to increased business travel throughout 2024, which caused our reported scope 3 emissions to rise. Along with improvements in data quality, our total scope 1 emissions decreased, largely due to office closures in 2023 and early 2024. Our scope 2 (locationbased) emissions remained consistent with prior years, while our scope 2 (market-based) emissions significantly decreased due to the renewable energy certificate purchases in North America and India. To quantify the intensity of this impact, we measure our total emissions per million dollars of revenue. Our full-year revenue was USD 2,275.1 million; leading to 5.6 (location-based) and 3.4 (market-based) tCO<sub>2</sub>e per million dollars in 2024, an increase from 5.5 (location-based) and decrease from 5.2 (market-based) tCO<sub>2</sub>e per million dollars in 2023.

### **Location-Based Emissions**

A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).

## **Market-Based Emissions**

A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).

## Workplace Facilities and Data Centers

## **Real Estate Selection & Integration**

In 2024, we reduced our office portfolio to 49 offices from 53.<sup>v</sup> This change consolidated our corporate real estate portfolio in locations where we had multiple offices, fostered Morningstar's strong culture by bringing our colleagues together, and promoted collaboration and client success opportunities.

Office closure and consolidation also contributed to our sustainability efforts. In New York, we announced the closure of one of our larger offices; in Toronto, we started office consolidation efforts, which are expected to continue throughout 2025. When we leave office spaces, Morningstar endeavors to reuse existing office furniture or physical assets by moving them to our remaining offices or donating them to nonprofits.

## **Management of Existing Facilities**

Morningstar's workplace facilities (occupied and leased office space) footprint makes up 46% of our total location-based reported

emissions and 83% of our location-based sc 1 and 2 emissions.

In 2023, we identified our top emissionsproducing offices and used the Morningstar Chicago office, our second-most-populous office and our headquarters, as the testing ground for facilities-related sustainability initiatives. From composting to water reduct to employee-driven initiatives, Morningstar experimented with new ideas to discover how best to implement new strategies across our global offices. In 2024, our workplace facilities teams applied lessons from Chicago to our global offices. In each of our offices, we focused on core operational changes that promote sustainability and contribute overall to our decarbonization goals.

## **Increasing Energy Efficiency**

We expanded energy-efficiency features on Morningstar-controlled equipment. We completed lighting upgrades, such as transitioning to LED lighting systems in

ope	our Toronto, Canada; Shenzhen, China; Frankfurt, Germany; Oakland, Maryland, US; and Mumbai,
	India offices. We implemented new timing
	and schedules for HVAC and lighting systems
	to conserve energy during low-use periods
	in our Amsterdam, New York, and Toronto
	offices. We continued to replace any appliances
	that have come to the end of their lifecycle
tion	with more energy-efficient models, including
	installing a tankless water heater for the
	pantry sink in our Stamford office.

2		
0	64%	Global office space square footage was in environmentally certified space
: 	18	Cubic meters of water consumption per employee
	22 M	Total kWh consumed
	1,997	Total kWh per employee

Improved Waste Consumption & Reporting

- ► We aim to minimize waste and improve recycling at our offices. We trialed an office composting program in Chicago and worked to educate our employees on proper waste disposal, resulting in a 41% increase of compost waste in 2024 compared with 2023, diverting 13.9 tons of organic material from landfills.
- ► We continue to work with landlords to introduce waste reporting and improved recycling. In 2024, we started to receive waste reports for an additional six offices, including Chicago and our Mumbai offices, where a large proportion of our workforce is located. As our access to waste data improves, it can assist us in driving sustainable waste practices in our offices.
- ► We go further where we can. In Mumbai, where we have operational control over our waste, we engaged a waste management company to improve on our office recycling systems. Since May 2024, the waste generated in our Mumbai office now consists of dry and



wet recyclables, scrap for reuse, and landfill waste. Once the waste management company has collected the waste, it then also resegregates the waste at its location to avoid recyclables accidentally being sent to landfills.

► We seek to further reduce waste, conserve resources, and support a circular economy. We arranged for all office furniture from office decommissions in our Toronto and New York offices to be either reused, resold, or recycled. For Toronto, 90% of the furniture was reused, with the remaining 10% sent for recycling. In New York, 99% was reused or repurposed, with the remaining 1% being sent for recycling or to landfills.

27	Kilograms of waste per employee
55%	Waste recycled, composted, or anaerobically digested

## **Educating Our Employees**

We brought our colleagues on our sustainability journey by developing sustainability-driven

employee communications and empowering colleagues to make sustainable choices. For example, we created a sustainable in-offi catering policy to emphasize how our daily choices can have an impact on the environment. As part of this, we not only aim to **Renewable Energy Strategy** prioritize the use of local sustainable caterers Morningstar intends to increase the amount of renewable energy used by our offices but also to improve on and introduce lowwaste sustainable tea and coffee offerings across as part of its strategy to reduce our measured our offices globally. We continue to encourage emissions. This year, we focused on reducing the water conservation and energy efficiency. measured emissions from our electricity usage, For example, in Chicago, we added more waterwhich sits within scope 2 reporting. Of our efficient appliances by installing low-flow scope 2 location-based emissions, 98% comes aerators at all our kitchenettes and a weatherfrom electricity purchases, with 82% of those based moisture sensor for our outdoor emissions belonging to our leased office space. plantings, causing the built-in irrigation system to turn off when it rains. Since Morningstar leases all of our office space,

our oversight over electricity procurement What's Ahead varies by office and region. For offices where our In 2025, Morningstar plans to focus on expanding electricity is managed directly by our landlords, global sustainability initiatives by implementing we plan to engage and incentivize them a Global Waste Management Program across all to select sustainable energy options. Some of its offices, including the introduction of industrial these landlords already purchase renewable composting in more locations. Additionally, energy on our behalf; they do so via green tariffs directly with the utility provider, renewable we expect to start a focused energy and water energy certificates, and/or corporate or virtual efficiency program in our India offices. Efforts

)	to purchase renewable energy are expected to
	continue, along with ongoing efforts
ice	to use sustainable in-office catering, including
	responsible tea and coffee procurement.

power purchase agreements. For offices where we have direct control over electricity purchasing, we plan to work directly with utility companies to procure renewable energy options.

We investigated options like on-premises generation and corporate or virtual power purchase agreements but concluded that these were not viable options for Morningstar's real estate portfolio since our level of electricity consumption is too small to be considered for a direct renewable energy project. Instead, the most viable option for Morningstar, and other firms of our size and emissions intensity, is to purchase renewable energy through a market-based instrument called a renewable energy certificate.

When purchasing RECs, our goal is to pursue projects that are:

## Standardized

We want assurance that the renewable energy claims are credible. This means prioritizing REC purchases from an existing, specific, renewable asset located as close to our office's physical location as feasible.



## ► Transparent

We want insight, such as tracking and reporting mechanisms, into the specific site we purchase renewable energy from to verify renewable energy generation and REC retirement.

## Market-Driven

We want to stimulate the renewable energy market by increasing demand for green energy production in regions our offices are located and increasing renewable energy going into the region's electrical grid.

## Scalable and Flexible

We want to be able to adjust REC purchase volumes based on our needs and market conditions even when we, as tenants in multitenant buildings, do not have control over our electricity provider.

In 2023, Morningstar entered a contract to purchase renewable energy certificates from Priddy Wind Project in Texas equal to the total kilowatt-hour consumption of our Chicago headquarters each month. In 2024, we expanded on this initial commitment to cover total North American emissions. We were also able to purchase RECs for our India offices from a wind energy project located in the Tamil Nadu region, southeast of Mumbai. These purchases help us work toward our goal to become net zero by 2050 and influence broader market trends by increasing demand for green energy sources. Our hope is that by participating in developing renewable energy markets, we will drive demand for and supply of renewable energy assets, incentivizing developers to construct additional green energy projects.

More details on our Renewable Energy Strategy can be found in the Environmental Impact section of our 2024 Corporate Sustainability Report.

**Percentage of Morningstar offices** run on 100% electricity

73.3%

**Percentage of electricity** consumption that is renewable

## **Data Center Strategy**

We define our data centers as dedicated space used for computer systems, telecommunications, and associated components not connected physically to Morningstar workplace facilities. Morningstar committed to closing all its physical data centers and moving to the public cloud where greater efficiencies can be pursued, and public cloud providers are better able to procure renewable energy for their operations.

Throughout 2024, our technology team continued work to retire data centers and migrate servers to the public cloud, which will continue to help reduce our on-site electrical demand. We also began accounting for publiccloud-associated scope 3 emissions in our GHG inventory. Our 2024 data center electricity consumption was 3,689,196 kWh, down from 4,330,965 kWh in 2023.

As a data provider with a mission to empower investor success, our work is to expand our coverage across global markets and asset classes. We use machine learning and artificial intelligence tools to deliver on

our commitments to clients, and we anticipate that our dependency on data centers and cloud computing will grow. Understanding the approach of our providers is critical to our sustainability goals. In 2025 and beyond, Morningstar plans to continue to prioritize working with providers committed to net zero and renewable energy usage and will seek to engage with its existing providers on sustainability topics. Currently, our top three cloud providers all have renewable energy procurement commitments with target dates of 2025 or sooner or have already matched 100% of their global operations with renewable energy. For example, provider Google Cloud has matched its operations with 100% renewable energy on a global and annual basis for the past seven years, and all electricity consumed by Amazon Web Serivces' operations, including its data centers, was matched with 100% renewable energy in 2023.

3.7 M

kWh attributed to data center energy consumption



















## Beyond Our Facilities: Morningstar Sustainable Investing Summit

An interview with Senior Events Manager Anneke Davy on how the Morningstar Sustainable Investing Summit emphasized sustainability initiatives from content to event operations.



**Anneke Davy** Senior Events Manager, **EMEA** 

The Morningstar Sustainable Investing Summit provides institutional investors, asset owners, and asset managers alike with cuttingedge research, expert insights, and practitioner case studies to help navigate shifting markets and evolving regulations. Hosted in Amsterdam, the 2024 Summit laid the groundwork for an emphasis on sustainability across all Morningstar global conferences.

## What was an example of sustainabilityrelated content during the summit?

While all sessions were related to sustainability in some way, "Sustainable Synergy: The Growing CFO and Sustainability Officer Partnership" was notable for its discussion of a key theme for corporate sustainability in 2024. Companies, like Morningstar, are realizing the increasing program for sustainable travel and tourism. importance of coordination between the Some of the venue's sustainability initiatives include complete LED lighting, usage of green sustainability teams that implement corporate sustainability strategy and financial teams electricity, provision of ecologically responsible that integrate sustainability reporting into cleaning products and hand soap, and their financial objectives. The breakout session partnerships with local suppliers with strong explored collaborative efforts between these sustainability programs and carbon-neutral different types of teams. business operations.

We emphasized sustainable and circular conference materials whenever possible. We recycled conference backdrop material from 2023 into tote bags for giveaways this year, which were all handmade by a local seamstress in Amsterdam. All branded items made of We selected a venue that would aim to conduct fabric will be reused or repurposed, and all vinyl will be responsibly recycled. Sponsor booths were booked through the same supplier as years prior, utilizing a modular system that can

What sustainable event operation initiatives did the summit undertake? We emphasized sustainability-friendly venues, recyclable brand materials, and longterm sustainable planning during the summit. all its activities in a sustainable, socially responsible manner. The Beurs van Berlage is certified by Green Globe, a global certification

We emphasized sustainability-friendly venues, recyclable brand materials, and long-term sustainable planning during the summit.

> be reused, and all arriving in one van to reduce the overall impact of conference materials. Any decorative plants for the summit were rented, and no fresh-cut flowers were ordered.

## How did you promote sustainability among summit attendees?

Attendees were encouraged to travel to the summit by train, and the train and hotel options were all within walking distance of the conference venue. Furthermore, as event organizers, we aimed to empower attendees to make sustainable choices whenever possible. This meant that we provided reusable materials and discouraged single-use plastics; attendees were encouraged to utilize the conference app, and any printed materials were minimal; and caterers were on hand to guide attendee volume at buffet stations and manage food waste responsibly.



## Governance

At Morningstar, oversight of our sustainability and climate strategy lies with our management team, the executive leadership team, and our board of directors. We align Morningstar's approach to governance, board composition and management, and management oversight with the practices that our research analysts have identified as consistent with good stewardship, shareholder transparency, and long-term value creation. The below graphic demonstrates how company sustainability initiatives are integrated into firm structure and operations.



### **Board of Directors**

Reviews corporate strategy including the company's approach to sustainability and oversees Morningstar's Enterprise Resilience efforts.



### Senior Leadership

Morningstar's senior leaders oversee the organizational functions that drive our environmental sustainability program forward. This involves cross-firm coordination to operationalize our data collection and transparency, establish programs and strategies to reduce our emissions and increase efficiency in other environmental considerations, and determine future goals.



### **Enterprise Sustainability**

Works across the organization to set the sustainability strategy, reports on progress, and meets with the board to provide updates.



### Legal and Compliance

Advises on regulatory requirements as appropriate and reviews external disclosures.



### **Financial Reporting & Internal Audit**

Financial reporting: Documents, audits, and validates environmental data for external reporting. Internal audit: Consults on program enhancements and supports compliance with relevant policies and expectations.

Reflects organizational structure as of March 31, 2024.

## **Morningstar's Sustainability and Environmental Program Ownership**

Audit Committee members discuss major financial, product, technology, and cybersecurity risk exposures and oversee the firm's disclosure controls and procedures.

Nominating & Corporate Governance Committee members review the company's sustainability reporting efforts and strategy.

**Chief Executive Officer** Kunal Kapoor

**Chief People Officer** Marie Trupzek-Lynch

**Chief Financial Officer** Michael Holt

**Chief Legal Officer** Kathleen Peacock

**Chief Information Officer** Laura Kohl

### **Corporate Systems**

Advances enterprise emissions data security, scalability, and analytical automation through our carbon-reporting software.

QQ

### **Human Resources**

Maintains policies, programs, and expectations pertaining to our workforce and in-office attendance, such as our hybrid working model.

### **Central Technology**

Collects data-center energy consumption and identifies, prioritizes, and implements data-centerfocused energy-efficiency opportunities.



### **Facilities & Real Estate**

Collects emissions and other environmental data related to Morningstar's built-environment and implements realestate-focused sustainability programs.



### **Morningstar Sustainalytics Research**

Analyzes Morningstar as a use case through our in-house climate-related product offerings.



### Procurement

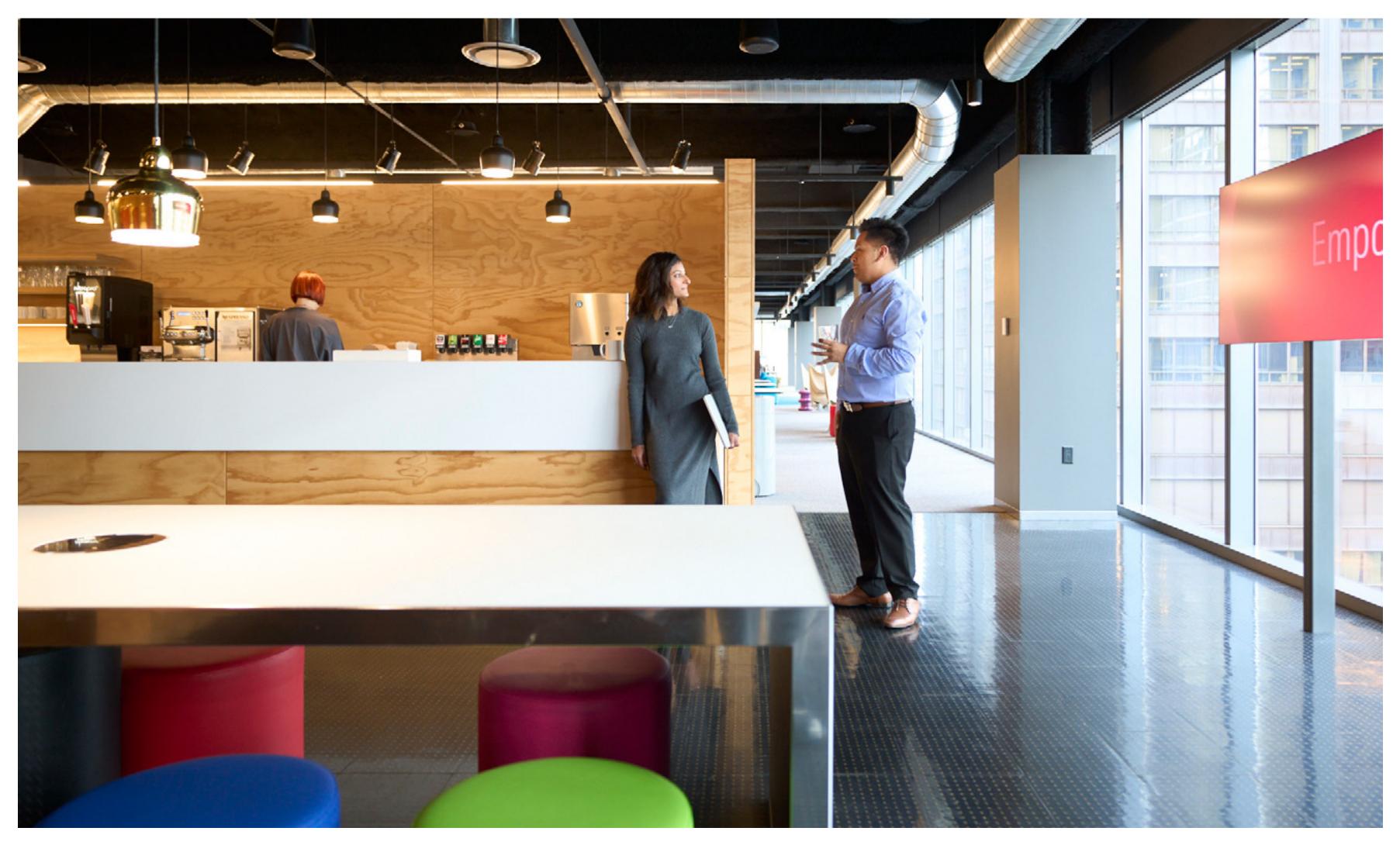
Collects business travel emissions and supply chain data.

11	



## **Environmental Statement**

We understand that to effectively manage our organization's environmental impact, we must develop a robust internal process to measure, manage, reduce, and report on that impact. Our **Environmental** Statement demonstrates our environmental stewardship, drives climate action within Morningstar, and outlines how the firm can advance its environmental impact prevention, mitigation, and reduction efforts in a manner consistent with our publicly stated goals and objectives. The statement focuses on near- and long-term progress to build a more sustainable business and workplace and applies to the business operations of Morningstar, Inc., and its subsidiaries. In 2024, we added information on the statement to Morningstar's annual compliance training, mandatory for all employees.



Colleagues connect at Morningstar's Chicago Headquarters.

12

## Appendix

Metric	Submetric	Framework Alignment	2019	2020	2021	2022	2023	2
Scope 1 GHG Emissions (tCO₂e)	Fuel	SDG: 12.2, GRI: 305-1	352	458	556	367	290	
	Fugitives	SDG: 12.2, GRI: 305-1	122	122	60		_	
	Subtotal	SDG: 12.2, GRI: 305-1	474	580	616	367	290	
Scope 2 GHG Emissions (tCO₂e)	Electricity Location-Based	SDG: 12.2, GRI: 305-2	7,838	6,485	6,342	6,672	6,771	6,8
	Electricity Market-Based	SDG: 12.2, GRI: 305-2	7,813	6,382	6,066	6,270	6,176	1,9
Scope 3 GHG Emissions (tCO₂e)	Air Business	SDG: 12.2, GRI:305-3	4,120	908	691	1,692	3,113	4,2
	Hotels	SDG: 12.2, GRI:305-3	658	121	73	953	549	-
	Rail Business	SDG: 12.2, GRI:305-3	49	8	9	26	29	
	Road	SDG: 12.2, GRI:305-3	373	60	57	153	272	-
	Waste	SDG: 12.2, GRI:305-3	206	103	60	129	139	
	Cloud	SDG: 12.2, GRI:305-3						
	Subtotal	SDG: 12.2, GRI:305-3	5,406	1,200	890	2,953	4,102	5,0

2024 239 \_\_\_\_ 239 6,867 1,932 4,325 536 38 319 97 348 5,663 

13

## Appendix

		2019	2020	2021	2022	2023	20
—	SDG: 12.2	13,718	8,265	7,848	9,992	11,163	12,7
	SDG: 12.2	13,693	8,162	7,572	9,590	10,568	7,8
	GRI: 305-4	11.4	5.9	4.6	5.3	5.5	
	GRI: 305-4	11.4	5.9	4.5	5.1	5.2	
Americas							39
EMEA				_	_		1
APAC			_	_	_	_	50
Americas							100
EMEA			_	_	_	_	4
APAC			_	_	_	_	9
	EMEA APAC Americas EMEA	-       SDG: 12.2         -       GRI: 305-4         -       GRI: 305-4         Americas       -         EMEA       -         APAC       -         Americas       -         EMEA       -         EMEA       -         EMEA       -         EMEA       -         EMEA       -	-       SDG: 12.2       13,693         -       GRI: 305-4       11.4         -       GRI: 305-4       11.4         Americas       -       -         EMEA       -       -         APAC       -       -         Americas       -       -         EMEA       -       -	-       SDG: 12.2       13,693       8,162         -       GRI: 305-4       11.4       5.9         -       GRI: 305-4       11.4       5.9         Americas       -       -       -         EMEA       -       -       -         APAC       -       -       -         EMEA       -       -       -         Americas       -       -       -         EMEA       -       -       -	-       SDG: 12.2       13,693       8,162       7,572         -       GRI: 305-4       11.4       5.9       4.6         -       GRI: 305-4       11.4       5.9       4.5         Americas       -       -       -       -         EMEA       -       -       -       -         APAC       -       -       -       -         Americas       -       -       -       -         EMEA       -       -       -       -	-       SDG: 12.2       13,693       8,162       7,572       9,590         -       GRI: 305-4       11.4       5.9       4.6       5.3         -       GRI: 305-4       11.4       5.9       4.5       5.1         Americas       -       -       -       -       -         EMEA       -       -       -       -       -         Americas       -       -       -       -       -         EMEA       -       -       -       -       -         Americas       -       -       -       -       -         EMEA       -       -       -       -       -         Americas       -       -       -       -       -         EMEA       -       -       -       -       -         Americas       -       -       -       -       -         EMEA       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       - <t< td=""><td>-       SDG: 12.2       13,693       8,162       7,572       9,590       10,568         -       GRI: 305-4       11.4       5.9       4.6       5.3       5.5         -       GRI: 305-4       11.4       5.9       4.5       5.1       5.2         Americas       -       -       -       -       -       -         EMEA       -       -       -       -       -       -         Americas       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -         Americas       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -         Americas       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -         EMEA       -       -</td></t<>	-       SDG: 12.2       13,693       8,162       7,572       9,590       10,568         -       GRI: 305-4       11.4       5.9       4.6       5.3       5.5         -       GRI: 305-4       11.4       5.9       4.5       5.1       5.2         Americas       -       -       -       -       -       -         EMEA       -       -       -       -       -       -         Americas       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -         Americas       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -         Americas       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -       -         EMEA       -       -       -       -       -       -       -       -         EMEA       -       -





## Appendix

Metric	Framework Ali
Total kWh Consumption	SDG: 12.2, 8
Total kWh per Employee	SDG: 12.2, 8
Data Center Energy Consumption (kWh)	SDG: 12.2, 1
Percentage of Electricity Consumption That Is Renewable	SDG: 12.2, 1
Percentage of Offices Run Using 100% Electricity	SDG: 12.2
Water Consumption per Employee (Cubic Meter)	SDG: 12.2
Waste Consumption per Employee (Kg)	SDG: 12.2
Percentage of Waste Recycled, Composted, or Anaerobically Digested	SDG: 12.2
Percentage of Environmentally Certified Office Spaces (Percentage of Sq. Ft.)	SDG: 12.2, 1
Percentage of Critical and High Priority Spend Suppliers With Public Climate Commitments	

Alignment	2019	2020	2021	2022	2023	4
, 8.4			22,977,303	22,661,354	22,924,755	22,137,
, 8.4			2,405	1,854	2,023	1,
, 13.1			6,720,479	6,363,545	4,330,965	3,689,
, 13.1	0.7%	2.9%	5.4%	8.4%	8.8%	73
				40%	38%	-
		13	14	14	16	
	_	26	13	21	27	
	_	_	_	_	24%	L
, 13.1					61%	l
				46%	47%	l

2024 7,637 1,997 89,196 73.3% 35% 18 27 55% 64% \_\_\_\_\_ 63%

15

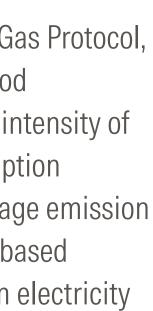
## Endnotes

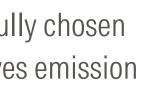
- i. Information or documents referred to linked to in this report are not incorpo by reference into this report.
- ii. This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Ac 1995. These statements are based on our current expectations about futu events. Forward-looking statements by their nature address matters that a to different degrees, uncertain, and oft contain words such as "may," "could," "expect," "intend," "plan," "seek," "antici "believe," "estimate," "predict," "potenti "prospects," or "continue." These staten involve known and unknown risks and uncertainties that may cause the events we discuss not to occur or to d significantly from what we expect. We describe risks and uncertainties that cause actual events to differ material in the "Risk Factors," "Management's Discussion and Analysis of Financial Condition and Results of Operations," and "Quantitative and Qualitative Disclosures

or	about Market Risk" sections of our most	iv. As defined by the Greenhouse Gas Pro
orated	recent Forms 10-K and 10-Q. Morningstar	a scope 2 location-based method
	undertakes no obligation to publicly	reflects the average emissions intensi
	update any forward-looking statements	grids on which energy consumption
	as a result of new information, future	occurs (using mostly grid-average em
)	events, or otherwise, except as required	factor data). A scope 2 market-based
ct of	by law. Readers are cautioned that certain	method reflects emissions from electr
	sustainability-related statements in this	that companies have purposefully cho
ure	report (such statements, "Sustainability	(or their lack of choice). It derives emis
	Statements") may be based on expectations	factors from contractual instruments,
are,	and assumptions that are necessarily	which include any type of contract bet
ten	uncertain and may be prone to error or	two parties for the sale and purchase
	subject to misinterpretation. Terminology	of energy bundled with attributes abo
ipate,"	used in such Sustainability Statements	the energy generation, or for unbundle
ial,"	may not be comparable to similarly titled	attribute claims.
nents	measures reported by other companies	
	or by Morningstar in other contexts.	v. Represent the number of Morningstar
	The inclusion or absence of information	offices and data centers under our
liffer	in Morningstar's or its subsidiaries'	operational control at any point in 202
9	Sustainability Statements should not be	· Jacon Dubingly, comucel on Mouningstor
could	construed to represent any belief regarding	vi. Jason Dubinsky served as Morningstar
ly	the materiality or financial impact of that information.	Chief Financial Officer until Dec. 31, 20

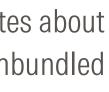
iii. The data reflected in this report is as of Dec. 31, 2024, unless otherwise noted.











in 2024. ingstar's

c. 31, 2024.

Morningstar, Inc. 22 West Washington Street Chicago, Illinois 60602

