



Gartner[®]

2025 Corporate
Responsibility
Report

Letter From Our Chairman and CEO

Gartner guides the leaders who shape the world.

AI has become an imperative for leaders across every major function, geography, industry and sector. Gartner is the world authority on AI™. Our deep expertise helps clients with a wide range of AI challenges across a rapidly evolving technology landscape. Our proprietary AI tool, AskGartner, makes finding relevant insights on important topics including AI, cybersecurity, cost optimization, digital transformation and more, faster and smarter. In addition, we're leveraging AI across our business to deliver even stronger client value, develop associate skills and improve productivity.

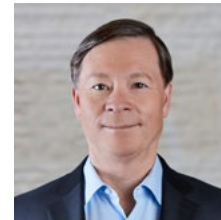
2025 was a complex year of accelerated change. Through it all, Gartner continued to deliver indispensable, actionable business and technology insights that guided C-Level executives on their journeys to achieve their mission-critical priorities.

Our people are at the heart of everything we do. Last year, we continued to enhance the associate experience by deepening our investments in exceptional professional development and world-class benefits. We also continued to uphold our commitment to operating with the highest ethical standards.

This includes our strong practices around corporate governance, ethics and compliance, cybersecurity, responsible procurement, and the independence and objectivity of our insights.

Throughout the year, we remained mindful of our physical footprint and continued to show progress on our environmental targets.

Our relentless focus on impacting mission-critical priorities, doing the right things, and continuous improvement and innovation will allow us to fuel even greater success for our clients, associates, stakeholders and communities for years to come.



A handwritten signature in black ink that reads "Gene Hall". The signature is fluid and cursive.

Gene Hall

Chairman of the Board
and Chief Executive Officer

About Gartner

Gartner delivers actionable, objective business and technology insights that drive smarter decisions and stronger performance on an organization's mission-critical priorities.

We are a trusted advisor and an objective resource for more than 13,000 enterprises in approximately 90 countries and territories. Gartner delivers its products and services globally through three business segments: Business and Technology Insights (BTI) or "Insights," Conferences and Consulting, as described below.

Insights enables executives and their teams from every major function, geography, industry and sector with actionable, objective insights, guidance and tools. Our analysts deliver proprietary insights that are informed by thoroughly vetted 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 insights and guidance.

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

2025 Awards and recognitions

Disability Equality Index

A Best Place to Work for Disability Inclusion

Forbes

America's Best Large Employers
America's Best Employers for Women
Best Employers for New Grads

Fortune

World's Most Admired Companies

Glassdoor

Best Places to Work, U.S. Large Employers

Human Rights Campaign

Score of 100% for the Corporate Equality Index

Newsweek

America's Greenest Companies
America's Most Responsible Companies
America's Greatest Workplaces for Women
America's Greatest Workplaces

Time

America's Best Midsize Companies

Women's Choice Awards

Best Companies for Women

We are proud to have been recognized throughout 2025 with prestigious awards that celebrate our thriving culture and commitment to excellence. 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 insights to executives and their teams.

1979

Gartner is founded

85

offices around the world

20,000+

associates globally

S&P 500

member

\$6.5B

in revenues in 2025



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

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

Our Approach to Corporate Responsibility

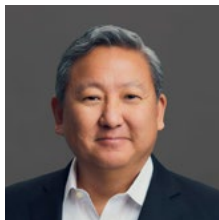
Our corporate responsibility goal is to contribute to a more sustainable world so that all stakeholders, including associates, clients, shareholders and communities, can thrive today and in the future.

Through consistent execution of operational best practices, in 2025, we celebrated achievements across many of our corporate responsibility focus areas.

Some highlights include once again increasing the number of Gartner offices powered by 100% renewable electricity, achieving International Organization for Standardization (ISO) 14001 Environmental Management System certification for Gartner U.K. Limited; donating more than \$6.5 million to the 3,900 charities that matter most to Gartner associates; and introducing expanded support, training and parameters for our associates to ensure our organization can leverage AI in a responsible and secure way.

We're also proud to provide our associates with opportunities to get involved in our corporate responsibility efforts through our employee resource groups (ERGs), with more than 6,400 members companywide and our 1,200-plus-member Green Team.

Our corporate responsibility accomplishments add strategic value to our business and align with our enterprise strategy of innovating and continuously improving. We're excited 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.

Double Materiality Assessment

In 2025, we refreshed our materiality assessment using a double materiality framework. Materiality was determined using both impact and financial thresholds. The assessment methodology entailed: benchmarking and stakeholder mapping, identification of actual and potential impacts, risk and opportunities (IROs), a qualitative and quantitative assessment of IROs, and prioritization using defined impact and financial materiality thresholds. The process, supported by Corporate Responsibility, Enterprise Risk Management (ERM) and Finance, engaged internal subject matter experts representing the views of our stakeholders through surveys and conversations. The results of the process are shown here in alphabetical order:

Tier 1

Independence and objectivity

Privacy and data security

Training and skills development

Tier 2

Climate change: mitigation and energy

Community impact

Corporate culture

Business ethics

Equal treatment and opportunities for all

Waste

Working conditions: health and safety, adequate wages, social dialogue

Working conditions in value chain: adequate wages

About this report

The Gartner 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 Reference Data 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 global operations, activities and practices during fiscal year 2025 (January 1 – December 31, 2025). This report contains figures that have been approximated or rounded. All currency is in U.S. dollars. Please email csr@gartner.com with questions or feedback.

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, as well as the risk factors set forth in our 2025 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.

Contents



9

Associates

- Our Culture
- Talent Acquisition
- Associate Engagement
- Compensation and Benefits
- Safety and Security



36

Communities

- Giving and Volunteering
- Associate Assistance Fund



41

Sustainability

- Sustainability Governance
- Near-Term Emissions Targets
- Carbon Accounting
- Embedding Sustainability Into Our Operations
- Green Team



59

Clients

- Leading With Insights
- Conferences
- Consulting
- Gartner.com Accessibility



69

Governance

- Corporate Governance
- Compliance
- Independence and Objectivity
- Information Security, Privacy and Data Protection
- Responsible Procurement



82

Appendix

- Corporate Responsibility Reference Data
- GRI Content Index
- SASB Index
- TCFD Response



Associates

Our Culture

Talent Acquisition

Associate Engagement

Compensation and Benefits

Safety and Security

Our Culture

At Gartner, we have a vibrant, intentional culture that defines how we work together toward our purpose: to guide the leaders who shape the world. Our remarkable associates bring our culture to life by embracing it day in and day out.

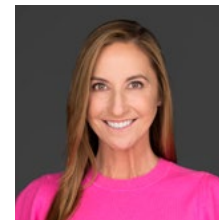
Our culture consists of 10 distinct elements. These elements reflect our norms and behaviors. They guide us in how we work, how we make decisions and how we engage with the world around us.

The foundation of our culture is a relentless focus on supporting our clients’ mission-critical priorities. We deliver actionable, objective business and technology insights to executives and their teams. And we deliver incredible value to our clients in any business context.

Some elements of our culture reflect how we operate. For example, we know the right things to do – the best practices – to achieve success. When we do the right things consistently, great results follow. We also make objective, fact-based decisions because objectivity is the hallmark of our brand and represents who we are as an organization.

Other elements of our culture guide how 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 iterate 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

Talent Acquisition

Gartner hires exceptional people with the curiosity, energy and desire 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 our continued success well into the future.

Consistent with our commitment to providing equal employment opportunities, we continue to invest in our talent sourcing programs, proactively engaging candidates from a variety of backgrounds who meet our high bar for talent. Our inclusive hiring practices help candidate-facing team members broaden their talent pools and communicate Gartner culture to prospective candidates. For example, in 2025, we introduced a Veterans Guide, which provides our Talent Acquisition team with best practices for identifying and interviewing global veteran talent. Additionally, we developed new resources to support our Sales Development Program, including a guide for educating prospective talent of all backgrounds on what a successful sales career looks like at Gartner.





Early career

Internships

Each year, we actively recruit promising early career talent to become future leaders at Gartner. Our internship programs provide talent with a chance to gain knowledge in their field of study, get hands-on experience driving business outcomes, receive coaching from team leaders, and network with others across our global teams. In 2025, we hosted more than 250 interns across departments including Sales, Finance, IT, Consulting, Conferences, BTI and HR. To enhance their experience, interns were hosted on-site at Center of Excellence (COE) locations for onboarding and offboarding.

National Collegiate Sales Partnerships

In addition to our internship programs, we leverage established relationships with universities and relevant student organizations to recruit early career talent. Our university recruitment efforts focus on identifying sales talent, both on campus and via partnerships. For example, Gartner continues our product sponsorship of the **National Collegiate Sales Competition** to steer high-quality university talent into our early career sales channels. We also supply “buyers” for role-play at the **International Collegiate Sales Competition**. Additionally, through **CEMS** — The Global Alliance in Management Education — we connect with trilingual students pursuing a CEMS Master in International Management, who can help fill critical sales and services roles. To seek talent for our Sales Development Program, we have relationships with the **Pi Sigma Epsilon** sales and marketing alumni association, the **American Marketing Association** and **Bright Network**, an organization working to support underrepresented communities, helping to create an inclusive workforce.

Referrals

As ambassadors of Gartner, associates are empowered to support our commitment to attract and hire exceptional people through our employee referral program. This program rewards associates for proactively tapping into their personal and professional networks, identifying and referring prospective candidates who they believe will excel at advancing our companywide priorities and culture.

20% of new hires in 2025
came through referrals



From hearing my sister Christine talk about her work, I knew Gartner provided constant opportunities for learning and discovery. The breadth of coverage enables me to stay at the forefront of emerging trends and engage with leaders on a wide range of priorities. Applying for a role here was one of the best career decisions I've ever made. Christine and I live in different states, so we're thrilled to have Gartner as a place where we can come together."



Mea Anton

Business Development Executive
1+ year with Gartner



I knew Mea would be a great fit for Gartner because she has consistently been a top performer in sales wherever she has worked. She approaches professional interactions with empathy and optimism, which I knew would make her successful with clients and colleagues alike. I was thrilled when my sister joined Gartner — a place where I've always felt truly valued and supported."



Christine Anton

Account Executive
8+ years with Gartner



Associate Engagement

Gartner is committed to creating an environment where associates can flourish personally and professionally. Through a broad range of professional development opportunities, inclusive programs and meaningful connections, our comprehensive offerings foster skill-building, enabling associates to thrive and build fulfilling careers in a dynamic, hybrid work environment.

The associate voice is of critical importance to us. We survey employees across the associate life cycle, whether that's at the time of hire, return from leave or when they exit. We also perform "pulse" surveys to targeted populations as needed (e.g., managers). We continue to evaluate and examine our listening strategy.

Hybrid work approach

Our hybrid work environment means associates get to collaborate with colleagues face-to-face in a vibrant office community and work virtually when it's productive to do so — fostering flexibility, sustainability and a culture of trust. To maximize associates' ability to see their colleagues in person, we designate specific on-site days for our offices. 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.

Our Hybrid Work Resource Center provides associates with guidance on collaboration tools, workplace setup and well-being in a hybrid work environment. We also equip managers with materials to share hybrid-work best practices with their teams. Over the years, we've found our hybrid work approach is a driver of our success, fueling our growth by deepening relationships across the business and enabling colleagues to work together — virtually and in person — as one unified team.



The flexibility to work remotely enables greater focus for tasks that require deep concentration, while time spent in the office becomes even more valuable for fostering team cohesion and spontaneous idea-sharing. When I'm at the office, I prioritize in-person strategic meetings, collaborative projects and client events.”



Diana Chacon
Senior Coordinator
11+ years with Gartner

Workplace wellness

Where available, Gartner sites feature amenities supportive of well-being, including sit-stand desks, fitness centers, and ample access to sunlight. We also offer wellness rooms for associates to attend to personal needs, such as pumping breast milk. 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.

Accessibility

Our digital accessibility features are available to all associates, and help enable barrier-free, equal access to digital products, services and content needed for associates to perform their work. It is also important that 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.

Name pronunciation tool

Gartner employees work in 40 different countries and territories. Our large, multicultural, global workforce includes thousands of unique names. Correctly pronouncing each other's names is a simple but powerful way to build respect and belonging. Gartner associates can record and listen to name pronunciations through a tool embedded in our enterprise HR system. This tool makes it easier to learn and use correct name pronunciations — an important step in fostering inclusion.



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 and six subgroups have 6,400+ members, representing 30% of Gartner associates.

ERGs enable associate success through four guiding principles:

- **Support** development at Gartner.
- **Recognize** life stages at Gartner.
- **Inspire** through storytelling and celebrating success at Gartner.
- **Drive** engagement through a sense of belonging at Gartner.





Asians and Pacific Islanders at Gartner (API)

Open to all, Asians and Pacific Islanders (API) at Gartner is dedicated to the community, growth and advocacy for Asian and Pacific Islander associates and their colleagues globally.

Key highlights from 2025:

- Focused on career mobility through mentorship opportunities and intersectionality of associate experiences.
- Celebrated Asian and Pacific Islander Month in May while acknowledging multigenerational households and caregivers across regions.
- Organized mentoring sessions, connecting associates across time zones.
- Celebrated cultural events such as Lunar New Year, Hari Raya and Diwali.



Our group plays an important role in fostering inclusion and respect. We strive to meet the needs of associates all around the world by offering events in multiple time zones and locations.



Mi Sou Gray
Executive Partner
4+ years with Gartner



Black Employee Network at Gartner (BEN)

Open to all, BEN is dedicated to fostering a supportive environment that promotes the professional growth, cultural understanding, and personal development of Black associates and their colleagues globally.

Key highlights from 2025:

- Recognized U.S. Black History Month with diversified programming, including a development workshop on allyship, book club discussion and heritage coffee chat.
- Facilitated second year of BEN Onboarding Circles program, to engage new hires.
- Celebrated U.K. Black History Month with an inspiring conversation with Tim Campbell, winner of the first season of television’s “The Apprentice U.K.”
- Provided volunteer and fundraising opportunities, supporting local communities.
- Hosted innovative “Voices at the Table” event with VP+ leaders from business units across Gartner, discussing resilience in an uncertain environment.



Through BEN, I’ve coached and mentored numerous early career associates, and it’s been so rewarding getting to connect them with leaders in their desired spaces and help them think through the ‘What’s next?’ part of their journey.”



Ivan Hall
Senior Principal
6+ years with Gartner



Collective Abilities Network at Gartner (CAN)

Open to all, the Collective Abilities Network (CAN) at Gartner is a globally inclusive community for associates with hidden and apparent disabilities, mental health challenges, neurodiversity, chronic or acute illness, and their caregivers and colleagues.

Key highlights from 2025:

- Celebrated Disability Pride and Resilience in July with events on topics such as disability allyship, resilience, neurodiversity and career growth.
- Held the largest-ever cross-ERG fundraising event at Gartner, engaging hundreds of associates and raising money for nine different charities.
- Launched the Neurodiversity Network, a supportive space for neurodivergent associates, caregivers and allies across Gartner.
- Supported associate well-being and mental health through coffee chats, de-stress with art and acupuncture for self-care sessions.



CAN promotes inclusion and respect by providing a space for associates to tell their stories and share how they experience things. Understanding the challenges that come with each other's conditions and circumstances fosters a culture where every associate can feel like they belong.”



Simon Fischer
Senior Consultant
7+ years with Gartner



Mosaic at Gartner

Open to all, Mosaic is a global community that unites associates from a multitude of cultures, racial and ethnic backgrounds, generations and life stages.

Key highlights from 2025:

- Curated 2025 programming around the theme “Culture, Collaboration and Careers,” which celebrated multiculturalism, career development and inclusion.
- Delivered in-person and virtual panels and fireside chats with senior Gartner leaders, to give associates insights into growing careers and navigating cultural differences.
- Recognized important dates through in-person events and virtual campaigns, including Diwali, Reconciliation Week in Australia and India Independence Day.
- Engaged associates in events during August’s Multicultural Month and launched new local chapters in both EMEA and APAC, to meet associate needs.



Mosaic at Gartner promotes community by creating a collaborative and supportive environment for all associates to celebrate who they are and where they’ve come from.”



Inna Gardner

GVP, Sales

28+ years with Gartner



Pride at Gartner

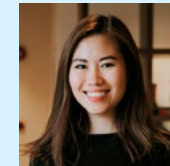
Open to all, Pride at Gartner is a global community where LGBTQ+ associates, their allies and colleagues find support, share resources and celebrate LGBTQ+ experiences.

Key highlights from 2025:

- Focused on the different experiences of communities globally, including dedicated panels on topics of “Allyship across Borders” in EMEA and “LGBTQ+ Families” in APAC.
- Recognized Pride Month in June with educational and empowering events.
- Sponsored and participated in Pride parades in regions around the world.
- Recognized allyship week through a discussion with a guest performer and communications campaign highlighting actions associates could take.



Pride at Gartner focuses on educating, supporting and building partnerships among our members and colleagues around the world.”



Joleen Teo

Manager, Client Success
6+ years with Gartner



Unidos at Gartner

Open to all, Unidos [oo-NEE-dos], meaning “united,” at Gartner, is committed to creating inclusive spaces for Hispanic and Latin associates and their colleagues globally.

Key highlights from 2025:

- Held a goal-setting fireside chat and “The Leadership Lounge” with Gartner senior leaders, providing associates with insights into career growth and navigating professional challenges.
- Focused on community needs through coffee chats, such as “The Impact of Cultural Upbringing on Financial Mindsets” and navigating experiences after moving to another country.
- Hosted inspiring conversations with external speakers, with guidance on how associates can bring their authentic selves to work and lead with confidence.
- Provided spaces for candid discussions and cultural celebrations through music and trivia.



Unidos promotes inclusion and respect by organizing cultural awareness programs, educational workshops, and events that highlight the rich cultural heritage and contributions of Hispanic and Latin associates.”



Bruna Pereira

Associate Director, Human Resources
10+ years with Gartner



Veterans at Gartner

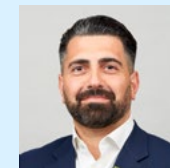
Open to all, Veterans at Gartner is a global community centered on public service and the recognition of veteran associates, their family members and colleagues.

Key highlights from 2025:

- Conducted community initiatives, including a “Thank a Veteran” Card Writing Initiative, a blood donation drive in India, and participation in sporting events in the U.S., U.K. and India.
- Supported Honor Flights, a charity that celebrates America’s veterans by inviting them to share in a day of honor at U.S. memorials.
- Contributed to the creation of a Veterans Hiring Guide to support veteran recruitment.
- Held a panel discussion focused on navigating family, career and resilience, featuring military families who have managed transitions, deployments and parenting during uncertain times.
- Hosted a leadership panel featuring distinguished military veterans from Indian defense services who shared their military experiences, their transition to the corporate world and insights on applying resilience training from the armed forces to corporate life.



Veterans at Gartner facilitates mentorship and development opportunities, helping veterans thrive in their roles at Gartner. As someone who has navigated both military and civilian life, I appreciate how the inclusive culture at Gartner empowers veterans to bring their full selves to work.”



Armin Zarnani
Client Executive
4+ years with Gartner

W

Women at Gartner

Open to all, Women at Gartner connects, supports and inspires women and their colleagues globally.

Key highlights from 2025:

- Recognized Women’s History Month with more than a dozen virtual and in-person events across the globe. Topics included “Status Single: Unlocking the Power of Independence,” “Navigating Internal Mobility at Gartner” and “Learning From Each Generation.”
- Hosted a body language expert who shared tips on how to influence by unlocking the secrets of people’s nonverbal cues.
- Supported associates in their caregiving, career growth journeys with parenting support, confidence and communication workshops, and development days.
- Launched a new chapter to support members in the U.K.



Women at Gartner creates platforms for all associates to share experiences and best practices, fostering a sense of support among our members.”



Gina Dee

MVP, Managing Practice Lead
25+ years with Gartner

Leadership and professional development

Professional development at Gartner extends beyond linear career paths with on-the-job learning, colleague interactions and formal education, including tuition-assisted pursuit of professional qualifications. Gartner investment in global learning and development programs spans a wide range of roles and skills. Across the enterprise, all Gartner associates are eligible to participate in programs designed to increase professional and managerial excellence, while upholding our ethics and compliance standards. The GartnerYou online learning platform serves as the centralized location for thousands of digital learning resources. In 2025, GartnerYou offered approximately 27,000 learning resources, with more than 412,000 completions globally.

Our cornerstone leadership and professional development experiences feature opportunities for both individual contributors and people leaders to evolve and enhance their skills. In addition to Succeeding@Gartner and Managing@Gartner, we offer a variety of development programs on focused topics and for specific leadership communities.

Succeeding @Gartner

Succeeding@Gartner professional development is open to all associates and designed to help enhance their professional skills. In 2025, we introduced new on-demand resources and workshops covering topics such as elevating emotional intelligence and building a professional brand to support associates' ongoing growth and development.

Managing @Gartner

Managing@Gartner builds the skills Gartner people managers need to lead their teams to success. The Managing@Gartner hub is a one-stop resource that empowers people managers with clear guidance, actionable tools and training to lead effectively in the "Gartner Way." The hub is designed to help managers excel at each of the key manager responsibilities, including mastering Gartner management fundamentals, enabling high-performing teams and supporting the associate experience.

In 2025, we launched a New Manager Orientation initiative to support our newest people managers, clarifying role expectations and responsibilities, exploring challenging scenarios and best practices, and helping managers grow their professional network by connecting with peers across the organization.

Learning and development at the business unit level

Within business units, Gartner associates follow role- and tenure-specific development paths comprising on-demand, virtual and in-person opportunities. For example, Consulting offers a robust Global Partner Development Program designed to build business acumen, support the development of client engagement skills and ensure the effective execution of the partner role. Our new Analyst Onboarding Program, along with the collective expertise of our analysts, teaches new hires how to use our proprietary data, identify thought-provoking, actionable insights and share them in written content, presentations and C-Level conversations. The programs include multiday virtual sessions facilitated by top analysts and managers, plus multiweek group coaching programs as they publish their first pieces of content. In 2025, Sales made new investments in development programs tailored to tenured leaders and managers of our early career Sales Development Program, which focuses on increasing early career sales readiness. We also have a new enablement series designed to prepare Sales and Services teams to deliver value. Monthly focus areas combine virtual-live learning, manager reinforcement and certification.

Honing associates' AI acumen

Gartner empowers its associates to harness the potential of AI in their daily work by providing internal tools, guidance on use cases, and hands-on training and support. Our internal Gartner AI Resource Center is a hub for AI learning and development. Resources help associates understand how to use approved AI tools and improve their own productivity through best practices, prompt libraries and success stories. Associates can also engage with AskGartner, our AI-powered tool that provides clients with faster access to trusted business and technology insights.

As examples, AI-enabled role-play is used with our Sales associates so they can practice key skills and prepare for simulations with their coaches and sales managers. We also introduced an AI tool that helps Gartner analysts quickly find and summarize information. This AI assistant helps reduce time-consuming efforts so BTI associates can focus on analyzing the topic at hand and create insightful content.

Additionally, associates are provided with mandatory "AI literacy" training on the risks associated with AI, including referencing third-party proprietary intellectual property and/or personal data or creating incorrect information, helping to ensure that they're using AI in a safe and secure manner in line with the requirements of the Gartner AI Council and AI Trust, Risk and Security Management Committee. Our goal is to educate associates on how to best use AI to improve their work and drive business value for Gartner.

Mentorship opportunities

Mentorship is an excellent way to learn or sharpen skills, build a network, gain visibility, and enhance career development and planning. Gartner offers associates a broad spectrum of mentorship opportunities, several of which are showcased here.

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, providing a forum for building new relationships.

The **Global Consulting Mentorship Program**, sponsored by Women in Consulting and open to all Consulting associates, seeks to retain and support Consulting associates by connecting talent across the business to promote individual development and growth at Gartner through suggested guidelines and frameworks.

The **IT End User Mentor Program** provides a community of coaches and role models who support, develop and inspire our client services professionals throughout their Gartner journey. The program pairs new hires with experienced mentors for regular check-ins, guidance and skill-building throughout their onboarding journey. A key component includes role-play sessions along with ongoing coaching and feedback to promote success.





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 2025, close to 4,000 associates earned promotions, representing approximately 20% of our workforce. We encourage associates who are ready to pursue new roles to grow with Gartner. In 2025, nearly 40% of open positions were filled by internal candidates.

A Culture of Performance

We embrace talent processes and practices that empower our associates to continuously grow and make an enduring impact. Our annual performance cycle supports this commitment. Its elements, including goal setting, ongoing feedback, career development and year-end reviews, drive high performance.

Embedded within the Gartner culture of performance is a commitment that ongoing performance feedback is provided throughout the year. Associates receive a structured Year-End Performance Review at the conclusion of each calendar year, which evaluates their success and impact relative to their established goals and behavioral expectations. Our Midyear Performance Check-In process provides structured feedback for associates in many business units. These formalized feedback moments complement regular and ongoing one-on-one meetings between managers and their direct reports, which creates an open forum for performance feedback. Associates are also provided with an opportunity to provide feedback on their manager and colleagues.

For information on succession planning, please see the [2026 Proxy Statement](#).

Compensation and Benefits

Compensation strategy

High performers disproportionately produce great results for our clients and our own company. That is why Gartner embraces both equal pay and pay-for-performance to attract, retain and motivate top talent.

We actively benchmark our roles versus the competition to 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 performance review cycle then purposefully rewards our associates for their ongoing performance and provides higher and differentiated pay opportunities for our highest performers. For our gender pay gap/equality reporting in accordance with local government requirements in applicable countries, please see the “Additional Reporting and Resources” section of gartner.com/en/about/corporate-responsibility.

For further information on executive compensation, please see the Compensation & Discussion Analysis in our [Proxy Statement](#).



Benefits

Gartner associates are critical to the success of our company, and we continuously invest in world-class benefits designed to support the physical, emotional and financial well-being of our people and their families. Each year, we rigorously analyze associate needs, review the effectiveness of our plans, and add new programs and resources designed to support our associates and their families in every stage of life. We strive to offer core benefits globally* and encourage Gartner associates to invest in themselves by taking full advantage of what we have to offer.

Core benefits:

- Comprehensive care
- Access to flu vaccination
- Quality mental healthcare
- Program to support parents and caregivers
- Paid leave for important moments
- A wellness fund
- Tuition reimbursement
- Life insurance
- Same-sex partner coverage
- Charitable gift matching
- Emergency financial assistance

*Tailored to local laws and government programs

Comprehensive healthcare

Where offered, our comprehensive medical, dental and vision care plan options and preventive programs give associates more control over their healthcare options with the ability to select a plan that best fits their personal needs. Globally, we offer a mental healthcare program to all benefit-eligible associates and their dependents at no cost. With research-backed treatment methods, quality providers and digital resources, Gartner associates and their dependents can leverage easy-to-use tools to support mental wellness.

Financial empowerment

Gartner provides associates with several opportunities to save and invest for the future. Associates can participate in an Employee Stock Purchase Plan (ESPP), which enables them to purchase Gartner stock at a discount.* Additionally, associates have access to grants through our Associate Assistance Fund should they experience financial difficulties due to catastrophic events. We also provide company-paid life insurance. Associates can receive tuition reimbursement, up to a maximum of \$5,250 per calendar year, for approved coursework.

In the U.S., we offer a 401(k) plan with a corporate match.** Upon joining, eligible new hires are automatically enrolled in the program. We also offer tax savings programs, including health savings accounts, healthcare flexible spending accounts and pretax commuter benefits. Additionally, a dependent care flexible spending account allows associates to pay on a pretax basis for qualified dependent care such as daycare.

The Gartner WellBeing Fund

The Gartner WellBeing Fund*** is a flexible wellness benefit that provides financial support for a broad range of purchases and activities that support associate well-being and help associates thrive in a hybrid work environment. The fund provides reimbursement for eligible expenses, including: ergonomic home office equipment (e.g., office chairs and standing desks), sports activities and memberships, energy efficient appliances, sustainable technology such as EV chargers, student loan payments and more.



*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.

**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.

***The Gartner 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.

Paid time off

The Gartner flexible paid time off (PTO) plan enables associates to take time away from work to rest, recharge and spend time on what's most important to them, including for vacation, illness or personal time and volunteering. 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.

Parenting and caregiver resources

Gartner offers a variety of support programs for associates managing family responsibilities. This includes subsidized backup child and elder care and access to care coordinators* to help with managing administrative and logistical tasks of caring for loved ones, like finding caregivers, navigating the healthcare system and a subsidized crèche benefit in India.

In the U.S., we offer nursing mothers the ability to safely ship breast milk home while traveling on business. We also offer financial support for adoption and surrogacy expenses, along with free personalized support for reproductive health, pregnancy, postpartum and menopause. Additionally, associates can receive expert guidance for navigating college admissions and financing.

Globally, we provide access to parenting experts to support families raising children with learning, social or behavioral challenges, developmental disabilities and neurodiversity.

Caregiver leave

Having or adopting a child is an important time in an associate's life. 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 provide commission to associates on a paid leave of absence greater than six weeks in most countries. U.S. associates caring for an ailing dependent can take up to four weeks of paid caregiver leave annually while on approved Family Medical Leave Act (FMLA) leave.

*Available in the U.S. and U.K.

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

Safety and Security

The Gartner Global Safety & Security (GSS) team safeguards associates, offices, events and the Gartner brand through intelligence-driven safety and security risk management. We provide a range of tools and information to associates to help them stay safe and secure no matter where they are in the world. Gartner associates can report an incident or voice concerns through our global safety and security case management system.

Risk assessments

The GSS team 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. Our GSS monitoring system tracks incidents that occur both in the office and remotely, including at conferences.



Training and resources

Gartner offers general health and safety awareness training to all associates. Specialized training is available for conference attendees, first-aid volunteers, fire wardens and members of office-based safety committees.

Our Workstation Ergonomics Resource Center offers detailed guidance for setting up an ergonomically sound workstation, including a workstation self-assessment. Associates can receive reimbursement for ergonomic equipment through our [WellBeing Fund](#).

Additionally, we empower associates with a robust “What to do if?” Emergency Response Guide covering many different scenarios from flooding and poor air quality to medical emergencies.



Crisis management

The Gartner Crisis Management Program is dedicated to identifying, communicating, and managing incidents and crises. Our corporate and regional crisis management teams are composed of senior leaders from across the organization and follow a set of proven practices to respond to global and local crisis situations. Whether it’s an early warning of an impending storm or responding to an incident that may present a risk to our associates, the regional crisis team immediately convenes to understand:

- What is happening
- Where is it happening
- The potential impact to our associates, travelers, business operations and events
- What kind of help and support we can provide, both short- and long-term

In general, once this information is collected and analyzed, Gartner may initiate emergency outreach to confirm the safety of associates in affected areas and provide guidance to those traveling to or from those regions. Additionally, the company assesses available support resources — such as health and well-being benefits and the Associate Assistance Fund — and communicates them to impacted associates. We also share with Gartner associates how we are responding to the situation and continuously monitor to adjust our response as needed.



Communities

Giving and Volunteering
Associate Assistance Fund

At Gartner, we believe in giving back and making a positive impact in the communities where we live and work. We care for one another and help to support the charitable causes that matter most to our associates, who drive our community impact. Associates' efforts are amplified through Gartner Gives, which provides them with the opportunity to:

- Have their contributions matched up to \$5,000 per associate per year* through a corporate Charity Match program
- Volunteer in person or virtually for organizations they are passionate about
- Receive a grant in the face of financial difficulties due to catastrophic events through the Associate Assistance Fund

Gartner Gives

Charity
Match



Volunteer



Associate
Assistance
Fund



*Associates who work 20 or more hours a week

Giving and Volunteering

In 2025, 17% of associates supported approximately 3,900 causes through charitable donations and/or volunteering. In total, more than \$6.5 million was donated by Gartner and its associates. Additionally, more than 14,100 hours were volunteered.



\$6.5M

donated by Gartner and its associates

14,100

volunteer hours logged

3,900

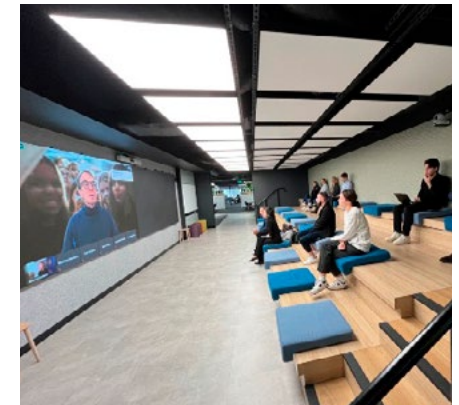
nonprofits supported through charitable donations and/or volunteering

We give and volunteer in different ways. In 2025, this included:

Global campaigns. Throughout the year, Gartner harnesses the power of our footprint and organizes opportunities for associates from across the globe to give back via unified initiatives, including our Summer of Service, Back-to-School Used Book Drive and year-end Season of Giving campaign, through which associates donated canned goods to local food pantries and stuffed animals to children in need. Additionally, we organized special giving campaigns in the wake of 2025 tragedies such as the Southern California Wildfires, and flooding in Texas and Northern India.

Team-based initiatives. Team volunteering not only enables associates to give back while spending time together but also fosters collaboration and strengthens relationships. As examples, Sales associates in the U.K. came together during the summer to volunteer at White Lodge Center, a disability services and support organization. Additionally, through the second annual “Pro Bono Sprint,” Legal & Compliance colleagues worked alongside a global law firm to provide skills-based volunteer services. Approximately 40 Legal & Compliance colleagues from different offices united to conduct research on behalf of Every Woman Treaty, Inc., which works to eliminate violence against women and girls.

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, perspective and the opportunity to support the presenting organizations. Gartner hosted more than 20 CISS events in 2025, with organizations promoting causes from cancer research to wildlife rehabilitation.





ERG-led events. One of the guiding principles of our ERGs is to drive engagement through a sense of belonging. Throughout the year, ERGs and the Green Team provided opportunities for all associates to volunteer with and financially support select organizations relevant to their focus. In total, more than \$180,000 was raised in 2025 for charities supported by ERGs, as well as by the Gartner Green Team.

Individual efforts. We celebrate associates taking initiative to get involved with causes in their communities and support individual volunteer efforts through a Volunteer Resource Center. This resource helps associates navigate and search for opportunities to volunteer or give toward causes ranging from food banks to animal refuges to disaster relief.

Associate Assistance Fund

The Gartner Gives Associate Assistance Fund provides financial assistance to employees impacted by a natural disaster or a financial hardship emergency. Employee donations to this program are eligible for the Charity Match and help to provide grants for fellow associates in need when they are facing the unexpected.





Sustainability

Sustainability Governance

Near-Term Emissions Targets

Carbon Accounting

Embedding Sustainability Into
Our Operations

Green Team

At Gartner, we believe we have an obligation to our associates, communities, clients, investors and the planet to operate sustainably, reduce our environmental footprint, and address the challenges and risks climate change presents. 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. In line with our corporate and financial objectives, we have set ambitious near-term targets to drive meaningful change. Gartner remains steadfast in its commitment to sustainability.



Sustainability Governance

The Gartner Environmental Sustainability Steering Committee oversees and advances our environmental sustainability strategy. This entails defining Gartner’s sustainability goals, collecting environmental data from across the business, identifying and monitoring risks associated with climate change, and driving the outcome of environmental sustainability projects and initiatives. The Steering Committee meets quarterly and includes representatives from teams across BTI, Conferences, Corporate Communications, Corporate Responsibility, Finance, HR, IT, Legal, Real Estate and Source to Contract (Procurement).

This Steering Committee reports to the Gartner Corporate Responsibility Executive Council, members of which report to the Gartner CEO. In 2025, the Steering Committee’s agenda included reviewing the results of our climate change risk and double materiality assessments, tracking progress toward near-term emissions targets, discussing emissions reduction initiatives and Green Team activities.

Environmental Sustainability Steering Committee



Environmental Sustainability Policy

The Gartner **Environmental Sustainability Policy** sets forth our philosophy and commitments with regard to operating our company sustainably. This policy applies to all Gartner business operations and Gartner associates. The commitments in our policy are overseen by the Environmental Sustainability Steering Committee with the support of the Corporate Responsibility team.

Climate change risk assessment

Gartner assesses climate change risk annually. This work is supported by the Enterprise Risk Management and Corporate Responsibility teams, along with members of the Gartner Environmental Sustainability Steering Committee and is validated by senior leaders, including those from Finance and Legal. For further details on the climate risk assessment process and results, please see our **TCFD response**.

Sustainability training

To encourage Gartner associates to play a role in our sustainability journey, Gartner offers a dedicated sustainability module on our internal learning platform, GartnerYou. This module educates associates on our efforts to reduce our carbon footprint, in line with our business objectives, and the key sustainability strategies we're pursuing to help achieve our net-zero commitment. Additionally, the module highlights how the Gartner Green Team supports and amplifies our efforts, while also providing avenues to get involved.



Near-Term Emissions Targets

Gartner has established near-term science-based emissions targets — validated by the Science Based Targets initiative (SBTi) — to serve as milestones for our net-zero commitment and climate transition plan. SBTi provides clear frameworks for setting near-term and net-zero targets, helping us ensure our 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 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

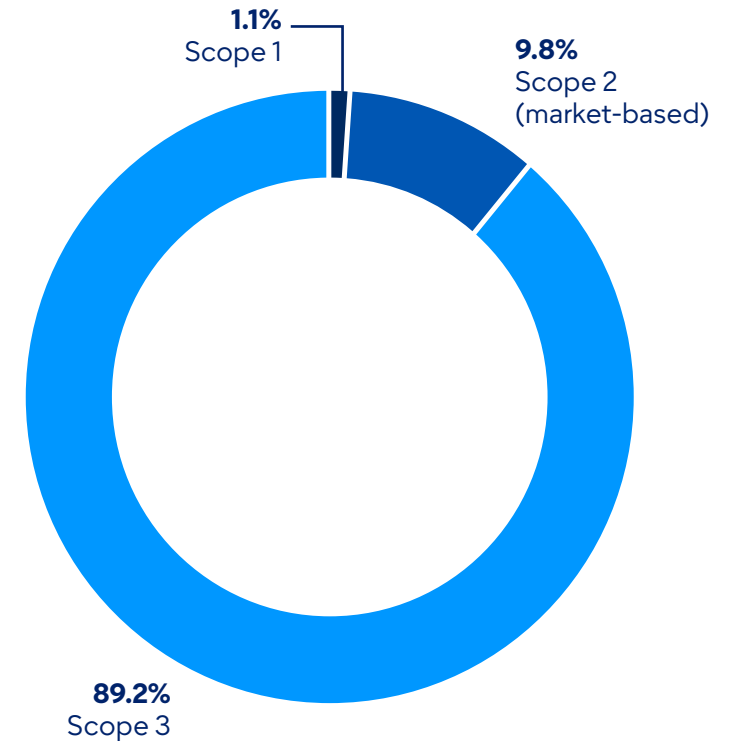
Following Greenhouse Gas Protocol guidance, Gartner takes an “operational control” approach to consolidating and reporting emissions. Under this method, Gartner accounts for all greenhouse gas (GHG) emissions from operations over which it has control. No facilities, geographies or operations are excluded from our inventory and our operational boundaries are as follows:

- **Scope 1:** Direct GHG emissions 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 generated through our 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 inapplicable to Gartner and were therefore not calculated.

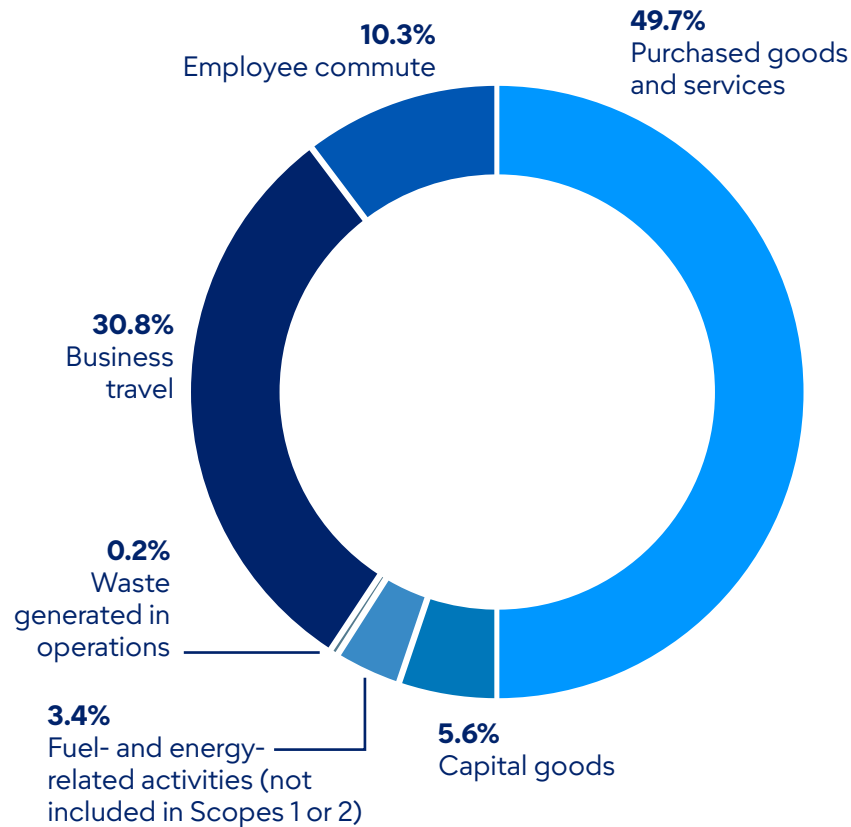
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|---|--|
| • Category 1: Purchased goods and services | • Category 5: Waste generated in operations |
| • Category 2: Capital goods | • Category 6: Business travel |
| • Category 3: Fuel- and energy-related activities not included in Scopes 1 and 2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

2025 Gartner GHG emissions



Numbers may not add to 100% because of rounding.

Breakdown of 2025 Scope 3 emissions



Numbers may not add to 100% because of rounding.

Gartner has defined 2019 as the base year for calculating the company’s GHG emissions and leverages a third-party carbon accounting software solution. The software uses 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) and 2022-2025 GHG emissions data. Please find our most recent assurance letter [here](#).

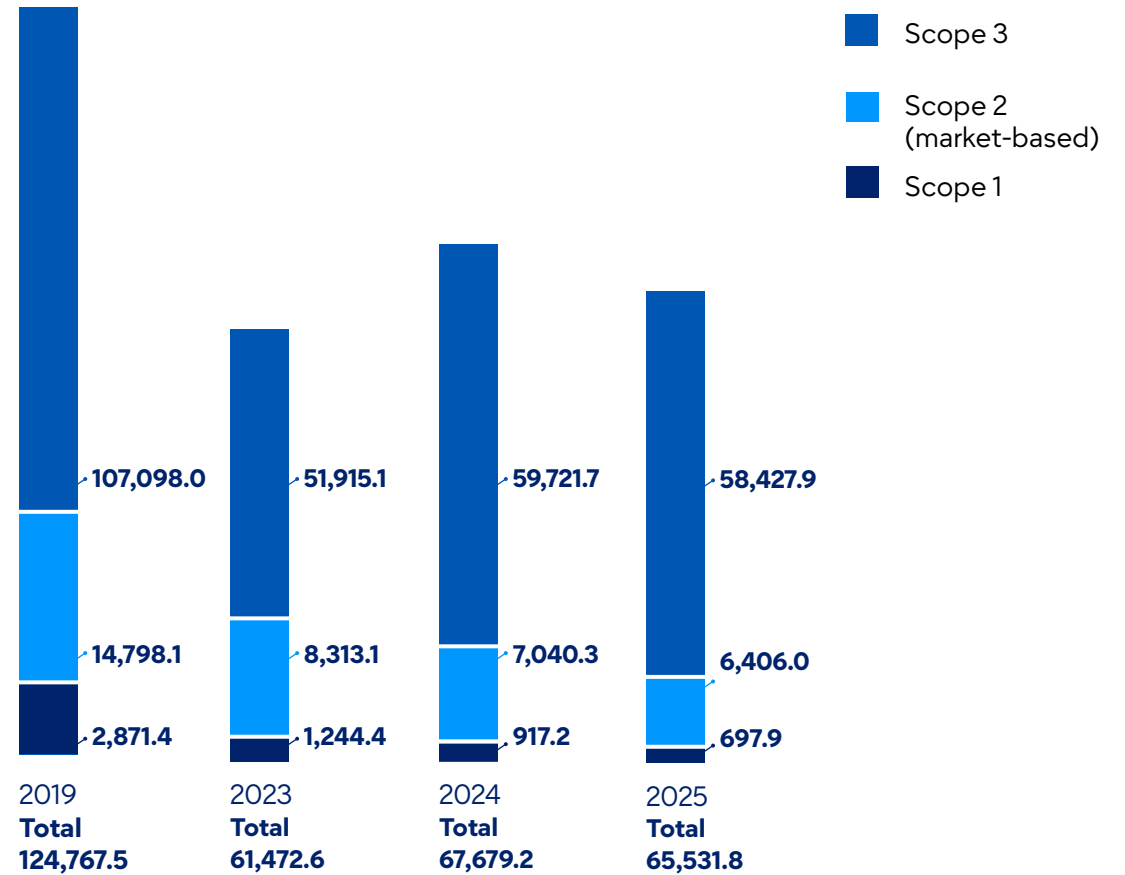
It may be necessary to adjust or recalculate emissions to account for possible significant changes. Our GHG Emissions Recalculation Policy outlines that a change is significant if it has a cumulative impact of 5% or larger. In the case of structural changes, it may be necessary to carry out a recalculation 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.

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, or shifting from annual calculations to more granular, quarterly calculations for relevant categories. In 2025, specific improvements included: expanding primary data for waste generation to include our site in Gurgaon, India, one of our largest offices worldwide; engaging with cloud services suppliers to source primary data on emissions associated with cloud use, which was previously calculated using a spend-based method; increasing the participation rate in our employee commute survey; and calculating emissions from water consumption at offices and at conferences. Finally, we worked with additional conference venues to obtain electricity usage, waste generation and consumption data associated with Gartner conferences.

Carbon emissions reporting

In 2025, Scopes 1 and 2 (market-based) GHG emissions totaled 7,103.9 tCO₂e.* This represents a 59.8% decrease against our 2019 base year, despite our growth as a business. Scope 3 GHG emissions totaled 58,427.9 tCO₂e, representing a 45.4% decrease against our 2019 base year. GHG emissions from business travel and employee commuting per full-time employee decreased by 63.0% and 77.3%, respectively, from the 2019 base year. Finally, through engaging with our suppliers program, we found that 45.2% of suppliers by spend covering purchased goods and services and capital goods have set science-based targets of their own, up from 36% in 2023.

Historical emissions reporting: 2019, 2023-2025



*tCO₂e = metric tons of carbon dioxide equivalent

Embedding Sustainability Into Our Operations

Supply Chain Sustainability

As a company with a global footprint of more than 20,000 associates, our supply chain represents most of our emissions footprint. Therefore, supplier sustainability progress is important to the achievement of our environmental goals. The Gartner **Supplier Code of Conduct** asks 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. We also actively engage with suppliers through a third party to assess their emissions footprint and whether they have science-based targets. Additionally, we evaluate the sustainability of vendors from landlords to IT equipment manufacturers to hotels. Read on to learn more.

Office selection and customization

Environmental impact is considered in the real estate decisions we make, from office proximity to mass transit to building materials and design. When selecting new office space, we evaluate the existence of sustainability criteria such as energy efficiency, low-carbon commuting offerings and more. To prepare new offices for fit-out, we use eco-friendly materials, including low-volatile organic compound (VOC) paint, and/or repurposed furniture from other office locations. We consider sustainability certification for new furniture purchases.



Certifications

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, Building Research Establishment's Environmental Assessment Method (BREEAM) and WELL, whose principal focus is on spaces that promote human health and well-being. The Gartner Gurgaon, India, and Shanghai and Beijing, 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. We also lease sites certified to local standards, such as National Australian Built Environment Rating System (NABERS) in Australia, GRESB in Hong Kong and Green Mark in Singapore. As of December 31, 2025, more than 30 of our leases representing 50% of our overall footprint held a sustainability certification.



In 2025, Gartner U.K. Limited achieved International Organization for Standardization (ISO) 14001 **certification**, reflecting our dedication to environmental stewardship and operational excellence. ISO 14001 sets the global benchmark for environmental management systems, guiding organizations to manage their environmental responsibilities in a systematic and impactful way. Achieving and maintaining ISO 14001 certification helps Gartner manage its impact on the environment by using resources more efficiently and reducing waste.



We are committed to operating our offices responsibly, focusing on efficient use of resources. Establishing an environmental management system and achieving ISO 14001 certification allows us to further enhance our environmental performance and continue making a positive impact.”



Andy Hilton
Senior Manager, Real Estate
17+ years with Gartner

Sustainable office spotlight

Gartner offices around the world vary in their design, but many incorporate common sustainability features. Three of our newer offices, located in Beijing, Copenhagen and New York City all boast sustainability certification, convenient connectivity to public transit, reusable dishware, efficient water taps and flushes to reduce consumption, waste recycling, LED lighting and more. Additional highlights are included below.

Beijing:

- LEED Platinum certified building, RESET accreditation, WELL certified
- Occupancy sensors
- Compost in place
- Bike parking

Copenhagen:

- BREEAM certified
- 100% renewable energy from wind power

New York City:

- LEED Platinum certified building
- More sustainable cleaning products



Energy

Our energy reduction efforts are crucial to achieving our near-term targets. We continue to renew our commitment to existing energy efficiency initiatives while pursuing new opportunities to reduce our energy consumption. In 2025, we once again increased our reliance on renewable energy sources — primarily wind and solar — to provide electricity to our offices. Our Copenhagen; Nagoya and Osaka, Japan; and Singapore offices joined our growing number of leased sites switching from traditional fossil fuel to renewable energy sources. We also piloted a project to replace diesel generators with renewable fuels at Gartner IT Symposium/Xpo™ conference in Barcelona, cutting carbon emissions while enhancing the attendee experience through reduced noise and improved air quality. Additionally, all leased data centers are powered by 100% renewable electricity.

Overall, 42.2% of our direct electricity consumption was generated from renewable sources in 2025, totaling 10,074.7 MWh of renewable energy. When procuring renewable energy, we prioritize bundled energy attribute certificates (EACs) and renewable tariffs.

Finally, we continue to leverage 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 that track consumption of energy and water. In 2025, our offices in Bangalore, Tokyo and Taipei transitioned to LED lighting.



Waste and water

We take a strategic approach to waste and water across our offices, **conferences** and **IT equipment**. We monitor our waste and water consumption, including for select conferences. In 2025, we diverted 75.6% of our office waste from landfills.

The following 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, which promote reusable flatware, mugs and glasses and reduce 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
- Reduced plastic packaging associated with IT purchases
- Used coffee grounds made available for associates for home gardening
- Efficient taps and flush meters to reduce water consumption
- Repurpose or recycle furniture during time of upgrade

Minimizing food waste

Starting in 2024, in collaboration with our Global Real Estate team, the landlord for our Irving, Texas, site introduced a composting program for cross-campus kitchen waste. Organic kitchen waste is now composted for use in fields and on farms, reducing the amount of food waste sent to landfill and our environmental footprint. In total, we diverted more than 40,000 pounds of food waste in Irving from landfills in 2025. To better anticipate demand, we have implemented meal preordering systems in places like Austin, Texas, and Arlington, Virginia.





Employee commute

Due to our hybrid work environment, as well as the availability in certain offices of features supportive of lower carbon commuting, our employee commute footprint per full-time employee has decreased by 77.3% since our 2019 base year. Depending on the location, we offer: electric vehicle charging stations, some of which are powered by renewable sources; last-mile shuttle services; bicycle racks; and electric car services. For example, in Gurgaon, more than half of shared car service trips now use electric vehicles. In applicable countries, we offer car allowance/mobility budgets, which are a tax-effective alternative to the traditional company car. This enables eligible associates to redirect the allowance elsewhere if they do not need a car. When selecting new offices, we take public transportation connectivity into consideration.

Sustainable IT

Our sustainable IT strategy considers the entire life cycle of our assets, from the IT equipment used by associates to our off-site data centers. Emissions from the manufacturing and delivery of Gartner IT equipment are the main source of our IT emissions. To address this, our IT team has implemented changes to prolong the asset life cycle. For instance, we are moving toward retiring laptops on a performance basis, instead of after an arbitrary number of years. Additionally, associates now have access to information about the environmental implications of some of their purchasing decisions, including when selecting a corporate mobile phone.

We continue our migration to the cloud, choosing cloud services with more efficient infrastructure and higher utilization rates, leading to less energy consumption, emissions and reliance on physical hardware. Our cloud services also leverage more efficient technology such as serverless computing and modern processors.

Additionally, we continue working with a supplier that procures 100% renewable electricity for all our off-site data centers. We also improve energy efficiency of our data centers by optimizing cooling, layout and space needs and decommissioning older equipment.

When an asset has reached the end of its useful life, we are committed to responsible e-waste recycling and reuse aligned 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 landfills and funds received for the residual value of recycled assets are used to purchase new equipment in support of nonprofits around the world.

Finally, Gartner IT and the Green Team worked together for the annual collection of unwanted e-waste from associates' homes for responsible disposal. In 2025, this effort amounted to more than 900 pieces of personal e-waste.

Recycled

5,400 assets, 35,000 pounds

Reused

3,000 assets, 14,000 pounds

100%

of e-waste diverted from the landfill

Business travel

Being thoughtful about how we travel supports our sustainability efforts. Our hybrid work approach means that meetings are typically 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 with Gartner conferences. Trip approval is required for air, hotel or car bookings.

In 2025, we implemented several measures that promote more sustainable business travel and empower associates to understand their travel footprint, including: adding sustainability-oriented questions in requests for proposals to hotel vendors, displaying emissions data for hotels and rental cars (in addition to flight emissions information), simplifying train travel reservations, and offering electric and hybrid cars for booking.



Leveraging our travel booking portal for a recent business trip made it effortless to choose a more sustainable option for my travels. The portal highlighted benefits like carbon emissions and cost savings, allowing me to make an informed, budget-friendly decision that aligned with the company's sustainability goals.”



Marina Garcia
Client Success Manager
3+ years with Gartner

Green Team

Employee engagement around environmental sustainability is a crucial pillar of our net-zero strategy, and the Green Team (open to all) provides opportunities for all associates to contribute to our progress towards this goal. In 2025, more than 1,200 associates were engaged in the Green Team.

The Green Team enables associate success and advances our net-zero strategy through three pillars:



The Green Team Pillars



Connect through shared interests and ideas.



Learn about topics related to environmental sustainability.



Drive change by building eco-friendly daily habits and incorporating sustainability in Gartner operations.



Green Team

Key highlights from 2025:

- Focused on driving awareness around environmental sustainability topics year-round.
- Organized park/beach cleanups, sustainability workshops and in-person networking lunches.
- Increased membership and connected associates in local communities and across time zones.
- Celebrated Earth Month in April, engaging associates globally with a keynote session around the importance of bees with the organization “BEE Regenerative.”
- Celebrated other sustainability recognition dates such as Global Recycling Day, International Day for Biological Diversity, Plastic Free July, World Car-Free Day and International Day of Climate Action.
- Hosted book club meetings on the topics of climate change and sustainability.



2025 was all about bringing sustainability to life in ways that were educational and unforgettable — from planting trees, cleaning up parks and teaching children during Earth Month, to exploring zero-waste living and getting creative with our global book club. One of my favorite moments was the hands-on honey extraction in the Irving office, after an inspiring virtual keynote from **BEE Regenerative!**”



Emily Sue Tomac
Senior Director, Team Manager, BTI
4+ years with Gartner



Clients

- Leading With Insights
- Conferences
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- Gartner.com Accessibility

Leading With Insights

Making mission-critical decisions in today's environment has proven exceedingly difficult for many C-Level executives and their teams. The rate of change, impact of technologies (especially AI), geopolitical shifts, policy changes, cybersecurity threats, cost optimization and more are challenging the most experienced leaders. Supported by our ongoing connections with C-Level leaders, our work often means the difference between success and failure for our clients.

2,400+

business and technology insights analysts

510,000+

direct client interactions each year

AI was the single largest topical demand across Gartner coverage areas for virtually every role in 2025. Our clients see huge potential and need help in determining the best way to capture value using AI. We're meeting that demand by developing indispensable, proprietary AI insights, helping tens of thousands of clients across every function, enterprise, geography and industry determine how best to use this groundbreaking technology. Gartner is the world authority on AI™.

With its potential, AI is introducing new challenges that demand thoughtful, responsible action and raising critical questions such as:

- How can AI be deployed ethically and responsibly?
- How can human readiness be ensured while limiting risks?
- How can organizations balance the environmental footprint of AI — given its significant energy and water demands — with enterprise sustainability goals?

These questions are integral to our work, and we're uniquely positioned to guide organizations through this increasingly complex intersection of business, technology and corporate responsibility. Our services help clients embed ethical principles into AI governance and design strategies that safeguard human dignity and minimize unintended outcomes like workforce displacement. We also provide frameworks for sustainable IT, including energy-efficient cloud architecture and optimization to help ensure innovation does not come at the expense of our planet. Together, we are shaping a future where business and technology insights drive progress for both people and the planet.

Read on for summaries of our insights relevant to corporate responsibility topics.

Executive Leadership: Driving Sustainability — How to Measure and Mitigate AI’s Impact on Environmental Sustainability

The environmental impact of AI is escalating. U.S. data centers are projected to consume up to 12% of national electricity by 2028, largely driven by AI infrastructure demands. Globally, similar trends are straining power grids, water supplies and local economies, resulting in public protests and increased regulatory scrutiny.

To address these challenges, Gartner recommends organizations measure AI’s carbon and water footprint using emerging standards, such as aggregate and model-specific methodologies. Sustainability strategies must embed responsibility in data center planning and consider heat and water reuse, waste recycling and investments in local renewable energy as core components.

Executive leaders must integrate sustainability throughout the AI life cycle — design, deployment and management — by prioritizing efficient models, transparent reporting and community engagement. This approach balances innovation with environmental responsibility while supporting long-term business and societal goals.

Source: Gartner, “How to Measure and Mitigate AI’s Impact on Environmental Sustainability,” By Autumn Stanish, Stephen White, 9 July 2025. Gartner clients: Learn more [here](#).





Gartner IT Symposium/Xpo Opening Keynote: Navigating the Crossroads of AI and Human Readiness in IT

CIOs must balance AI innovation with human readiness to unlock sustainable value in IT. While AI's potential is widely recognized, Gartner findings indicate just 20% of AI initiatives achieve ROI and a mere 2% deliver true transformation. This gap is largely attributed to lagging workforce and organizational preparedness: 87% of employees are interested in using AI tools, but only 32% trust leadership to guide successful transformation.

Human readiness emerges as the determining factor in realizing AI's promise. CIOs must evaluate both technological capabilities and workforce/organizational preparedness for each AI use case, ensuring both are aligned on the path to value.

AI adoption also introduces complex hidden costs and vendor selection challenges. CIOs must weigh long-term vendor relationships, sovereignty and flexibility to avoid model lock-in. Building a workforce of employees who are curious, adaptable and AI-literate will be vital. Success depends on proactive change management, modern AI literacy programs and reimagining work with AI, not just doing the same work better.

Source: Gartner, "Walking the Golden Path to Value: 2025 IT Symposium/Xpo Keynote," By Daryl Plummer, Alicia Mullery, et. al., 20 October 2025. Gartner clients: Learn more [here](#).

Toolkit: Prepare for Behavioral Byproducts — AI’s Unexpected Impact on the Workforce

As AI adoption accelerates, executives often prioritize deployment and ROI, overlooking the profound effects on workforce skills, knowledge and behaviors. Three key categories of behavioral byproducts have emerged:

- Skills atrophy
- Experience compression
- Emotional impact

Proactive identification and management is essential, along with ongoing monitoring and intervention. By continuously assessing behavioral byproducts, CIOs can mitigate negative effects — such as skill loss or disengagement — while harnessing positive shifts like accelerated learning.

Managing AI’s behavioral byproducts should become a core enterprise capability, ensuring organizations not only realize AI’s benefits but also maintain a well-rounded, adaptable workforce. This toolkit includes presentation materials, worksheets and brainstorming templates to help organizations surface, record and plan for these byproducts.

Source: Gartner, “Toolkit: Prepare for Behavioral Byproducts — AI’s Unexpected Impact on the Workforce,” By Sneha Ayyar, Alicia Mullery, Gabriela Vogel, 5 September 2025. Gartner clients: [Learn more here](#).





Ethics, Governance and Compliance Are AI's Next Frontier

The rapid evolution of AI — particularly agentic AI — demands a new approach to ethics and governance that goes beyond traditional frameworks. According to Gartner, only 23% of IT leaders are highly confident in their ability to manage AI governance and security. Widespread AI adoption has revealed ethical issues, from social responsibility and fairness to safety and sustainability. As global regulations evolve, legal and compliance leaders must prepare for new requirements. Gartner predicts that by 2030, fragmented AI regulation will cover 75% of global economies and drive \$1 billion in compliance spending.

Adaptive AI governance should extend existing enterprise governance frameworks, focusing on current AI portfolio rather than attempting to anticipate every future risk. Continuous monitoring, consistent standards and compliance dashboards are essential.

Enterprises must explicitly own accountability for agentic AI behavior and have guardrails that adapt to agentic evolution and emerging risks.

Source: Gartner, "Ethics, Governance and Compliance Are AI's Next Frontier," By Svetlana Sicular, Pieter den Hamer, Frank Buytendijk, 19 December 2025. Gartner clients: Learn more [here](#).

Use These 6 AI Ethics Principles to Develop and Run AI

AI reliance on machine learning introduces key risks including bias amplification, misinformation and unintended societal effects. A recent Gartner survey shows 49% of respondents are drafting AI ethics statements and 20% have centralized AI ethics committees, reflecting growing recognition of AI's ethical implications.

Six foundational AI ethics principles underpin responsible AI use: being human-centric and socially beneficial, fair, explainable and transparent, secure and safe, accountable and sustainable.

Operationalizing these principles requires tailored approaches. Ethics implementation should be case-specific, involving diverse stakeholders to navigate complex dilemmas. Governance must be embedded from the outset, with structured roadmaps for risk identification, policy definition and enforcement. These high-level principles must be operationalized in every initiative, with ongoing dialogue to ensure credibility and responsible AI deployment across organizational contexts.

Source: Gartner, "Use These 6 AI Ethics Principles to Develop and Run AI," By Frank Buytendijk, Erick Brethenoux, Svetlana Sicular, Jim Hare, 18 February 2025. Gartner clients: Learn more [here](#).



Conferences

Gartner conferences are where our insights come to life, providing attendees with opportunities to gain the clarity needed to accelerate their organizations, while making connections that help drive success. Our conference programming reflects a commitment to empowering clients on their own sustainability journeys. In 2025, for example, sessions such as “How to Power AI Without Powering Down Sustainability” and “The Minimalist CIO: Streamlining IT to Save Cost and Carbon” encouraged the integration of sustainability strategies and AI practices. In addition to our thoughtful programming, we are committed to running our conferences in a sustainable and inclusive manner.

Sustainability

We’re doing our part to reduce the environmental impact of our conferences. Gartner works with venues to facilitate landfill diversion through recycling and composting, where available. We also minimize single-use materials through digital signage, reusable exhibit components and water refill stations. In 2025, we implemented a pilot to replace diesel generators with renewable fuels at [IT Symposium/Xpo in Barcelona](#). Additionally, this venue is powered by 100% renewable electricity. We also incorporate consumption data from conferences into our [environmental footprint accounting](#).

Inclusivity and accessibility

Gartner strives to create a welcoming and inclusive environment for all attendees at destination conferences. We provide customized support through Accessibility Ambassadors, who assist with accommodations such as wheelchair access and hearing devices. We also showcase guest speakers from a variety of backgrounds and perspectives to enrich the attendee experiences, and have community-based offerings open to all, such as informal Peer Meetups and other networking opportunities.

Community impact

Our conferences provide opportunities for attendees to give back. Through the Paint for Purpose initiative, participants collaborate to paint murals that are donated through Foundation for Hospital Art, whose mission is to bring comfort and hope to patients in healthcare facilities around the world.



Consulting

Driving a meaningful impact is central to Gartner Consulting's strategic framework. Our associates make a difference every day—whether by solving clients' mission-critical priorities, giving back to communities, or contributing to our exceptional corporate culture.

For example, in 2025, Gartner Consulting worked with a municipally owned energy utility to support a multi-year enterprise resource planning (ERP) system transformation to streamline operations, improve service delivery and increase customer satisfaction. Through the engagement, we provided insights and recommendations, performed a full market evaluation, and achieved cost savings through strategic negotiations. By partnering with Gartner, the client is well-positioned to achieving its strategic objectives and continuing to provide reliable and efficient energy services to the local community.

Our ability to deliver such results is underpinned by both our deep expertise and disciplined internal standards, which ensure consistency, reliability, and quality across all engagements. Gartner maintains several ISO certifications at the subsidiary and/or Inc. Level, benefiting Gartner Consulting clients. For example, our Gartner Consulting Public Sector business unit in Europe is certified under ISO 9001, demonstrating the strength and effectiveness of our Quality Management System. The ISO 9001 certification bolsters the consistency and reliability of our project delivery, through documented quality procedures, peer reviews, data integrity checks, and continuous improvement mechanisms such as internal audits.

Additionally, our subsidiary Gartner U.K. Limited is ISO 20000-1 Certified, confirming that our IT service management system meets the highest international standards for IT service quality, reliability, and continual improvement. ISO 20000-1 certification brings several important advantages to our Consulting teams including improved service delivery through the avoidance of disruption, delays or technical issues and reduced risk, which helps ensure project continuity and minimizes the likelihood of IT-related setbacks during client engagements.

Through our commitment to excellence, quality, and social responsibility, Gartner Consulting continues to drive positive outcomes for our clients and the communities we serve.



Gartner.com Accessibility

At Gartner, we believe that digital accessibility is essential for clients, associates and the broader community to access our content and resources. Gartner.com offers strategic business and technology insights accessible to users with assistive technologies. The company's approach to web accessibility is guided by industry best practices and global standards. The gartner.com platform has been designed in accordance with the W3C Web Content Accessibility Guidelines (WCAG) 2.2 Level AA, and EN 301 549. We also work with independent third parties to conduct accessibility audits of our site.

Gartner.com is also designed to comply with Section 508 of the U.S. Rehabilitation Act, providing accessible insights to clients with disabilities and reflects our commitment to creating an inclusive digital environment that delivers value to our clients, associates and the broader community. More information on gartner.com accessibility is available [here](#).





Governance

Corporate Governance

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
- 12 of 13 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 generally receives quarterly updates on our 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 2025, the Executive Council reviewed our Environmental Sustainability Policy, our progress toward our science-based targets, Gartner giving and volunteering activity, and other corporate-responsibility-related items. In addition, the Environmental Steering Committee advances and oversees environmental sustainability strategy at Gartner. Finally, our Corporate Responsibility Regulatory Reporting Steering Committee, comprised of 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 Audit Committee receives 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 for certain cybersecurity incidents that meet established reporting thresholds are escalated within the company and, where appropriate, reported to the Board and/or 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 [2026 Proxy Statement](#).

Responsible AI adoption

The AI Center of Excellence is a dedicated team within Gartner IT that leads and supports the responsible use of artificial intelligence. Their mission is to help all business units understand how AI can solve real business challenges, improve efficiency and drive innovation. The AI COE assists with implementation of our AI Policy, provides oversight of AI applications, shares best practices and ensures that our AI initiatives are aligned with our company goals, risk tolerance and ethical standards. By acting as a central resource, the AI COE empowers Gartner associates to feel confident and informed as we explore and adopt new AI technologies together.

Compliance

Gartner is committed to conducting business with the highest standards of ethical conduct and business practices. We expect every Gartner associate to act with integrity, professionalism and mutual respect, fostering a work environment that is safe, healthy and free from all forms of harassment and retaliation. Our Compliance team ensures that associates understand Gartner's dedication to ethical behavior, the importance of speaking up, and the laws, regulations and policies that govern our work.

The **Code of Conduct**, available in multiple languages, is central to everything we do at Gartner. It upholds the highest standards of integrity and ethics, and reinforces our inclusive, respectful and high integrity culture. Our Code of Conduct guides our associates in making responsible decisions that align with our purpose, mission, strategy and the law. It incorporates many policies, explaining them in a way that all associates can fully understand and use to make the right decisions in every setting, every day.

Gartner maintains global policies that help our associates conduct 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.

Compliance 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, conflicts of interest, social media and business ethics)
- Sexual harassment prevention and anti-harassment and discrimination, in accordance with applicable laws
- AI
- Data protection



The Compliance team evaluates our 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 2025, the aggregate completion rate for the Code of Conduct Training Program, which includes an attestation, was 98%.

Our associates (full-time and part-time) are assigned mandatory compliance training throughout their employment with Gartner, including core curriculum training on AI, 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 Business and Technology Insights
- 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

Speak up

To support 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.

Reporting Concerns

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 Compliance program and regularly reviews it to make certain we are addressing new risks and incorporating innovations. The Compliance team creates, maintains, communicates and implements the documented policies and procedures, and works 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 Compliance program.



Audits and risk assessments

The Compliance team continuously monitors and assesses current and emerging risks to ensure the ongoing improvement and effectiveness of our Compliance program. Working with ERM, the Compliance team conducts an annual risk assessment to identify key legal and compliance risks and how those risks are monitored and mitigated. The Internal Audit team also conducts risk-based audit and advisory engagements.

Corporate political contributions and lobbying

Gartner participates in the political and public policy process in ways that are intended to support the best interests of our company, employees, clients and shareholders. Our political activities are never based on the personal preferences of individual employees, executives or board members. They are done in accordance with all applicable laws and are consistent with our high ethical standards.

Corporate political contributions

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 PACs (political action committees), ballot initiatives, electioneering communications, or for independent political expenditures. The company does not maintain a political action committee PAC.

Lobbying

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 governments to provide information and perspective that support our point of view through our lobbyists.

Compliance and oversight

Our General Counsel, in consultation with members of our executive leadership team, oversees our political, lobbying and compliance activities. Our management team is responsible for ensuring that the company's political activities are conducted and disclosed in accordance with applicable law.

Please see our [Public Policy Advocacy and Political Contributions Policy](#) to learn more.

Independence and Objectivity

Independence and objectivity are synonymous with the Gartner brand. These are central to our core values, and embody our culture of upholding the highest ethical standards and making objective, fact-based decisions. The management and analysts of Gartner Business and Technology Insights (BTI) independently establish research methodologies, monitor content quality and set publishing agendas, free of external influence or interference. Our methodologies require that we treat all vendors the same in our evaluations, regardless of client status.

Gartner business and technology insights are offered by subscription and published for all eligible clients. There is no custom content or “white paper” offering. Gartner positions are developed through a collaborative process by the BTI teams that cover specific topics. Gartner insights are subject to a rigorous peer-review process by members of the worldwide analyst community, and review by management and content topic leaders is required prior to publication. Draft insights, which evaluate vendors, require review by the involved vendors to ensure accuracy prior to publication. This process is designed to surface any inconsistencies in our research methodology, data collection and conclusions, while fully leveraging our collective expertise on any content topic. Review our content methodologies in more detail [here](#).

Vendors and service providers that are evaluated by Gartner are selected based on objective inclusion criteria. They are also evaluated through a rigorous and consistent methodology. Detailed information about our content processes is available [here](#).

Gartner maintains a global risk management process to prevent conflicts of interest across our Consulting and BTI engagements. Each new engagement is assessed against existing client work to identify and address any actual or perceived conflicts. Our companywide Conflict of Interest Policy ensures our independence and objectivity in all client guidance. If a conflict is found, we decline the engagement or apply safeguards as needed. The policy is regularly updated to reflect best practices and is available to stakeholders upon request.

The Gartner Office of the Ombuds

The Gartner Office of the Ombuds is committed to answering questions and investigating potential issues related to the integrity of Gartner business and technology insights, the processes used by Gartner to provide those insights, and the information used to ensure the objective and independent evaluation of technology and service providers. The Ombuds team sits within Legal & Compliance and is not part of BTI, Consulting, Sales or Services. Ombuds plays a significant role in product governance by independently reviewing concerns to ensure methodologies are followed. For vendors evaluated and mentioned in Gartner content, there is a clear [escalation process](#) for concerns. Learn more about the Ombuds [here](#).

Information Security, Privacy and Data Protection

Gartner has implemented a layered cybersecurity program to assess, identify and manage risks from cybersecurity threats to our information systems, networks and data systems. Our cybersecurity program is generally aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Additionally, we have adopted a documented Incident Response Plan that applies in the event of a cybersecurity incident to provide a standardized framework for response. Our incident response process generally follows the NIST 800-61 framework and focuses on four phases: preparation; detection and analysis; containment, eradication and recovery; and postincident remediation.

We 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 team and governance

The Audit Committee has the primary responsibility of assisting our Board of Directors in overseeing risks related to cybersecurity matters. The Board and the Audit Committee receive quarterly cybersecurity-related reports from our Chief Information Officer (CIO) 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. Protecting personal and other confidential information is a critical component of our corporate responsibility and our commitment to responsible, ethical business practices.

Our [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.

Our dedicated Privacy & Data Protection team oversees the Gartner 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

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 2025, 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.

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 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 Plus and NIST Cybersecurity Framework. For further information on our approach to cybersecurity, please see the Cybersecurity section of [Gartner Form 10-K](#).

*In accordance with the statement of applicability version 9.0, dated July 9, 2025



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 our 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.

Small Business Supplier Program

The Gartner Small Business Supplier Program aims to bring small businesses into our global supply base. Our strategy for inclusive procurement identifies potential suppliers, promotes competition and generates economic opportunities for 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 our 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. The Gartner Subcontracting Plan requires us to report summary results of our efforts annually.

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 our 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.



Appendix

Corporate Responsibility
Reference Data

GRI Content Index

SASB Index

TCFD Response



Corporate Responsibility Reference Data

Associates	
Global associates (number)	20,244*
Associates by Gender (Globally)	
Male	51.8%
Female	48.1%
Not Disclosed/Not Available	0.1%
Associates by Race/Ethnicity (U.S. Only)	
White (Not Hispanic or Latino)	72.6%
Asian (Not Hispanic or Latino)	9.0%
Hispanic or Latino	8.2%
Black or African American (Not Hispanic or Latino)	4.6%
Not Disclosed/Not Available	2.7%
Two or More Races (Not Hispanic or Latino)	2.4%
American Indian or Alaska Native (Not Hispanic or Latino)	0.3%
Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)	0.2%

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

Corporate Responsibility Reference Data

Associates	
Executive Management by Gender (Globally)	
Male	75.0%
Female	25.0%
Executive Management by Race/Ethnicity (Globally)	
White (Not Hispanic or Latino) (United States of America)	75.0%
Asian (Not Hispanic or Latino)	25.0%
Learning and Development	
Learning metrics	In 2025, GartnerYou offered approximately 27,000 learning resources, with more than 412,000 completions globally.
Turnover	
Associate turnover data disclosure (%)	Total 14.2% (Voluntary 11.2%, Involuntary 3.0%)*

*Excludes the following exit reasons: Business Unit Sale/Dissolution/Location Closed, Divestiture and Position Elimination

Corporate Responsibility Reference Data

Communities	
Volunteer hours	14,100
Gartner Gives Charity Match donations	\$6.5M
Number of causes supported	3,900
Associate participation	16.8%
Environment	
Greenhouse Gas Emissions (tCO ₂ e)	
Scope 1	697.9
Scope 2 (location-based)	9,191.2
Scope 2 (market-based)	6,406.0
Scope 3	
Purchased Goods and Services	29,054.2
Capital Goods	3,275.7
Fuel and Energy Related Activities	1,985.0
Waste Generated	111.4
Business Travel	17,966.8
Employee Commute	6,034.7

Corporate Responsibility Reference Data

Environment	
Scope 3 total	58,427.9
Total of Scope 1, Scope 2 (market based), Scope 3	65,531.8
Energy (MWh)	
Total electricity consumption	23,889.6
Total natural gas and diesel fuel consumption	2,570.1
Total energy consumption	26,459.7
Renewable energy consumption	10,074.7
Electricity consumption from renewable energy sources (%)	42.2%
Waste	
Landfill diversion rate	75.6%
Water	
Office water consumption (m3)	106,981

Corporate Responsibility Reference Data

Governance	
Independent Board members	92.0%
Male Board members	61.5%
Female Board members	38.5%
Not racially or ethnically diverse Board members	81.3%
Racially or ethnically diverse Board members	18.8%
Percentage of associates who read and acknowledged the Code of Conduct	97.8%
Percentage of associates who completed annual Data Protection training	97.9%
Product governance: External certification of quality management systems	<p>Information Security Management System ISO 27001, which covers 100% of our business operations, office locations and remote workers</p> <p>Environmental Management System ISO 14001 and Service Management System – ISO/IEC 20000-1 which cover Gartner U.K. Limited</p> <p>Quality Management System ISO 9001, which covers Gartner EMEA Consulting Public Sector</p>

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, 2025, 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	<p>About this report</p> <p>csr@gartner.com</p> <p>investor.relations@gartner.com</p>
2-4 Restatements of information	Past emissions data has been restated to reflect ongoing improvements in our carbon accounting methodology, including updated emissions factors.
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, 2024 and 2025.
2-6 Activities, value chain and other business relationships	Gartner Form 10-K
2-7 Employees	Reference Data: Associates
2-9 Governance structure and composition	<p>Corporate Governance</p> <p>2026 Proxy Statement</p>
2-10 Nomination and selection of the highest governance body	<p>2026 Proxy Statement</p> <p>Governance/Nominating Committee Charter</p>

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	Double Materiality Assessment
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Double Materiality Assessment
3-2 List of material topics	Double 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

[Compliance](#)

205-2 Communication and training about anti-corruption policies and procedures

[Compliance](#)

GRI Content Index

GRI 302: Energy 2016	
3-3 Management of material topic	Energy
302-1 Energy consumption within the organization	Corporate Responsibility Reference Data – Sustainability
GRI 305: Emissions 2016	
3-3 Management of material topic	Sustainability
305-1 Direct (Scope 1) GHG emissions	Carbon Accounting Corporate Responsibility Reference Data – Sustainability
305-2 Energy indirect (Scope 2) GHG emissions	Carbon Accounting Corporate Responsibility Reference Data – Sustainability
305-3 Other indirect (Scope 3) GHG emissions	Carbon Accounting Corporate Responsibility Reference Data – Sustainability
GRI 306: Waste 2020	
3-3 Management of material topic	Sustainability: Waste and water
306-1 Waste generation and significant waste-related impacts	Sustainability: Waste and water
306-2 Management of significant waste-related impacts	Sustainability: Waste and water
306-4 Waste diverted from disposal	Sustainability: Waste and water

GRI Content Index

GRI 401: Employment 2016	
3-3 Management of material topic	Associates
401-1 New employee hires and employee turnover	Corporate Responsibility Reference Data – 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 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Safety and Security
403-2 Hazard identification, risk assessment, and incident investigation	Safety and Security
403-3 Occupational health services	Safety and Security
403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Security
403-5 Worker training on occupational health and safety	Safety and Security
403-6 Promotion of worker health	Safety and Security
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Security
403-8 Workers covered by an occupational health and safety management system	Safety and Security

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	Associates
405-1 Diversity of governance bodies and employees	Corporate Responsibility Reference Data – Associates, Governance
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 Reference Data – Associates
(1) Voluntary and (2) involuntary turnover rate for employees	Corporate Responsibility Reference Data – Associates
Employee engagement as a percentage	Associate engagement
Professional Integrity	
Description of approach to ensuring professional integrity	Compliance

TCFD Response

Governance	
<p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	
<p>a. Describe the Board’s oversight of climate-related risks and opportunities.</p>	<p>The 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 generally 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 our 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. The Chairman of the Board and CEO provides ultimate approval on our climate strategy, including our net-zero commitment and science-based targets.</p>
<p>b. Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>The Chief Legal Officer and Corporate Secretary, who reports to the CEO, generally updates the Governance/Nominating Committee quarterly and the full Board annually on our approach and progress on corporate responsibility. The Chief Legal Officer and Corporate Secretary also oversees our science-based targets, our climate-related disclosures, our assessment of climate risk, which is supported by ERM, and the maintenance of our Environmental Sustainability Policy. Additionally, the Chief Legal Officer and Corporate Secretary oversees the Corporate Responsibility team that, in conjunction with other business units such as Global Real Estate, Finance, IT and others, calculates and reports on the company’s carbon footprint. The team also engages 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.</p> <p>The company’s Corporate Responsibility Executive Council, consisting of the Chief Financial Officer, Chief Human Resources Officer, Chief Legal Officer and Corporate Secretary, Chief Information Officer, Chief Corporate Counsel, 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 details on this Executive Council, see Corporate responsibility governance.</p> <p>Established by the Corporate Responsibility Executive Council, the Environmental Sustainability Steering Committee oversees and advances our environmental sustainability strategy. This entails defining our sustainability goals, collecting environmental data from across the business, identifying and monitoring risks associated with climate change, and driving the outcome of environmental sustainability projects and initiatives. The Steering Committee meets quarterly and includes representatives from teams across BTI, Conferences, Corporate Communications, Corporate Responsibility, Finance, HR, IT, Legal, Real Estate and Source to Contract (Procurement). For further details on this Committee, see Sustainability Governance.</p>

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 our climate change risk assessment indicate that the risk of climate change is not anticipated to have a substantive financial 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.

Although the risk of climate change is not anticipated to be financially material to Gartner, climate change mitigation surfaced as being material from an impact perspective in a broader double materiality assessment that was conducted by the Corporate Responsibility, ERM and Finance teams. We therefore remain committed to taking action to mitigate the risk and impact of climate change.

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 commitment 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 our net-zero commitment.

In terms of opportunities, we guide the leaders who shape the world. 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 business and technology insights; 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).	
<p>b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</p>	<p>Climate opportunities have impacted our strategy in that we continue to provide sustainability insights to our 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.</p> <p>As it pertains to our supply chain, we include a provision for sustainability in our Supplier Code of Conduct. In addition, through our supplier 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.</p> <p>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.</p>
<p>c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2 C or lower scenario.</p>	<p>Gartner climate strategy has been influenced by climate-related risks and opportunities, and we have developed a decarbonization plan. Gartner near-term science-based targets have been validated by SBTi as in line with a 1.5 C trajectory.</p> <p>Gartner has 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 operations.</p> <p>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.</p>

TCFD Response

Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.

<p>a. Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>Gartner assesses climate change risk annually. This work is supported by the ERM team, Corporate Responsibility teams and members of the Gartner Environmental Sustainability Steering Committee and is validated by senior leaders, including those from Finance and Legal. Our process is described below.</p> <p>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 external research, our previous risk assessment and feedback from the Gartner ERM team. We then reviewed a root cause analysis to identify any new actions performed by management to address climate risks. Next, we performed a climate risk scenario analysis to understand the longer-term chronic climate-related impacts.</p> <p>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.</p> <p>In 2025, we integrated the climate change risk assessment into a broader double materiality assessment that was conducted by Gartner Corporate Responsibility, ERM and Finance teams. Additionally, sustainability risks, including climate change risk, were evaluated in the company’s 2025 enterprise risk assessment. This risk was assessed as having a low risk profile.</p> <p>In addition to our assessment of climate risk, our Global Safety & Security team oversees and manages holistic safety and security of associates, which includes information on emergency preparedness for a wide range of manmade and natural disasters. Our global intelligence function and global crisis management teams work together to monitor, assess, plan for, and respond in real time to issues that may impact our associates or business operations, such as hurricanes, wildfires and impacts to power supplies.</p>
<p>b. Describe the organization’s processes for managing climate-related risks.</p>	<p>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.</p>
<p>c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>The company’s assessment of climate risk is overseen 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.</p>

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.

<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Corporate Responsibility Reference Data – Sustainability</p>
<p>b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.</p>	<p>Corporate Responsibility Reference Data – Sustainability</p>
<p>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>Sustainability: Near-Term Emissions Targets</p>