

**S&P Global Inc.
Board of Directors**

**COMPENSATION AND LEADERSHIP DEVELOPMENT
COMMITTEE CHARTER**

PURPOSE

The Compensation and Leadership Development Committee's (the "Committee") role is to discharge the Board's responsibilities relating to the Company's total compensation philosophy and compensation of members of the Company's Executive Leadership Team (or its equivalent) ("Executive Leadership Members") and such other members of senior management as the Committee determines appropriate, the administration and adoption of plans and policies that govern the Company's compensation and benefit programs, oversight of development and succession plans for certain members of senior management and key executives, oversight of the Company's culture and policies and strategies related to human capital management, and to fulfill the responsibilities in this Charter.

COMPOSITION

- 1) Membership. The Board shall annually appoint a Committee comprised of at least three Directors.
- 2) Independence. Each member of the Committee shall:
 - a. Meet the independence requirements established by the Board and applicable laws, regulations and requirements of the New York Stock Exchange (the "NYSE"); and
 - b. Be a "non-employee director" within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934.
- 3) Chairperson. One of the members of the Committee shall be appointed by the Board to serve as the Chair of the Committee.
- 4) Removal. The Board may remove any member from the Committee at any time.

AUTHORITY, OPERATIONS & PROCEDURES

- 1) Authority. The Committee shall have the resources and authority necessary to discharge its duties and responsibilities. Except as otherwise delegated by the Board or the Committee, the Committee will act on behalf of the Board.
- 2) Meetings. The Committee shall hold no less than three regular meetings in each calendar year and shall report on its actions and activities, as appropriate, to the Board.
 - a. Additional meetings may occur as the Committee or its Chairperson deems advisable.

- b. In addition to Committee members, meetings may be attended by the Chief Executive Officer (the “CEO”) or another member of management, as shall be designated by the CEO. However, no executive shall attend that portion of any meeting where such executive’s performance or compensation is discussed, unless specifically invited by the Committee.
 - c. The Committee shall meet periodically in executive session without Company management present.
 - d. A majority of the Committee shall constitute a quorum for the transaction of business, and an act of a majority of those present at any meeting at which there is a quorum shall be an act of the Committee.
- 3) Agenda and Minutes. The Committee shall cause to be kept adequate minutes of its proceedings.
 - a. The Committee Secretary, a member of management approved by the Committee, shall prepare the agenda, distribute materials, keep Committee records, and prepare minutes of each Committee meeting and any action taken by unanimous consent, which minutes will be distributed to members of the Committee.
- 4) Delegations. The Committee may form and delegate authority to one or more subcommittees and may delegate authority to one or more designated members of the Committee, or one or more officers of the Company, when it deems appropriate and in the best interests of the Company.
 - a. The Committee shall approve all compensation and benefits decisions for Executive Leadership Members and any such other member of senior management, officer or grade level as designated by the Committee, as applicable, from time to time.
 - b. Below this level for all other officers and broad-based employees, the Committee shall approve the overall design of the total compensation program; however, the Committee shall delegate to the CEO, or one or more other officers of the Company, the discretion to approve individual compensation decisions, including the authority to make grants and awards to any non-Section 16 officer of the Company under such of the Company’s incentive compensation or other equity-based plans as the Committee deems appropriate and in accordance with the terms of such plans and applicable law.
 - c. Any officer to whom the Committee delegates such authority shall regularly report to the Committee grants of equity compensation so made and the Committee may revoke any delegation of authority at any time.
- 5) External Advisors. The Committee shall have complete authority to:
 - a. Retain and terminate outside counsel, compensation consultants, accountants or other experts or consultants, as it deems appropriate, including sole authority to approve the fees and other retention terms of any such advisors and the Company shall provide for appropriate funding for payment of any such fees accrued and approved by the Committee;
 - b. Assess periodically and before retaining any such outside advisors the independence and any actual or potential conflicts of interest of such advisors as required by and in accordance with the rules of the Securities and Exchange

- Commission (the “SEC”) and the listing requirements of the NYSE;
- c. Evaluate the performance of any such advisors so appointed and oversee the work of any such advisors; and
- d. Commission any special studies or analyses, as it deems necessary to fulfill its Charter responsibilities and functions, and to assist it in evaluating CEO or senior management compensation.

RESPONSIBILITIES

Subject to the Corporate Governance Guidelines, the principal responsibilities of the Compensation Committee are:

1) CEO Compensation.

- a. Annually review and approve individual and corporate goals and objectives for the CEO in connection with CEO compensation.
- b. Meet, at least annually, with the CEO to discuss the CEO’s self-assessment in achieving individual and corporate goals and objectives.
- c. Annually evaluate the CEO’s performance in light of applicable established goals and objectives.
- d. Annually review and establish the CEO’s total compensation.
 - i. In doing so, consider the results of the annual CEO performance evaluation, as required by the Corporate Governance Guidelines.
 - ii. In determining the long-term incentive component of the CEO’s compensation, consider, without limitation, the Company’s performance and relative shareholder return, the value of similar incentive awards to chief executive officers at comparable companies and the awards given to the Company’s CEO in past years.
 - iii. The CEO may not be present during deliberations or voting concerning the CEO’s compensation.
- e. Recommend its determination and approval of CEO compensation to the other independent Directors of the Board for ratification.

2) Senior Management Compensation.

- a. Annually review and approve the CEO’s recommendations for total compensation, including salary and annual cash incentive and long-term equity incentive compensation targets and awards, for Executive Leadership Members.
- b. Annually review and approve the performance measures and the performance targets for Executive Leadership Members participating in the Company’s annual cash incentive plans and long-term equity incentive plans and certify the performance results under such measures and targets.
- c. Review and approve hiring, retention and termination arrangements, including in connection with a potential or actual change in control of the Company or a division, and/or deferred payment arrangements to be paid to Executive Leadership Members.
- d. Administer and interpret the Key Executive Short-Term Incentive Compensation Plan, the Stock Incentive Plan, the S&P Dow Jones Indices Long-Term Cash

Incentive Compensation Plan and any and all other compensation and benefit plans in which Executive Leadership Members participate, including special benefits and perquisites.

3) General Compensation Setting.

- a. Annually assess the structure and competitiveness of the Company's compensation levels (including, for the CEO and Executive Leadership Members) with the external marketplace based on broad competitive compensation survey data and/or a peer group approved for this purpose.
- b. Annually review and approve the companies used for assessing competitiveness of the Company's executive pay practices and pay levels, and monitor the Company's earned executive compensation levels and performance relative to this group.

4) General Compensation Oversight. Monitor and evaluate matters relating to the compensation structure of the Company, as the Committee deems appropriate, including:

- a. Establishing and periodically reviewing an overall total compensation philosophy statement for the Company and, thereafter, reporting to the Board, all matters concerning the Company's total compensation philosophy, including periodic reviews to ensure that the Company's compensation philosophy supports its objectives and shareholders' interests.
- b. Providing that the Company's executive compensation programs are appropriately competitive, support organization objectives and shareholder interests, create pay-for-performance linkage and are designed to enable it to recruit, retain and motivate a large group of talented and diverse executives.
- c. Making recommendations to the Board, as deemed appropriate, concerning amendments to and approval of the Key Executive Short-Term Incentive Compensation Plan and administering the plan.
- d. Monitoring the structure, operations and payments under division management incentive plans.

5) Equity and Benefit Plan Oversight. Monitor and evaluate matters concerning the equity and benefit plans of the Company, as the Committee deems appropriate, including:

- a. Making recommendations to the Board, as deemed appropriate, concerning amendments to and approval of the Stock Incentive Plan and administering the plan.
- b. Overseeing the structure, operations and payments under the S&P Dow Jones Indices Long-Term Cash Incentive Compensation Plan with respect to any participants who are executive officers of the Company.
- c. Authorizing, amending or modifying the terms and provisions of any incentive, profit sharing, benefit, pension or similar plans affecting the Company and its employees that is administered by the Committee.
- d. Appointing and removing plan administrators for the Company's retirement plans, as appropriate, and performing other duties that the Board may have with respect to the Company's retirement plans.
- e. Periodically reviewing with management the Company's employee benefit policies,

programs and administration.

- f. Reviewing at least annually policies with respect to special benefits or perquisites for the CEO and Executive Committee Members.
- 6) Culture and Human Capital Management. Oversee and periodically review the Company's culture and policies, strategies and reporting related to human capital management, including with respect to matters such as: talent development; retention; performance management; workplace environment and culture; employee health, wellness and safety; and employee engagement.
- 7) Development and Succession Planning.
 - a. At least annually, review the succession and development plans for the Executive Leadership Members and any other direct reports to the CEO, as well as members of senior management and other key executives below the Executive Leadership Team and direct reports to the CEO.
 - b. Act in an advisory capacity to the Board and to the CEO on all development matters relating to members of senior management and other key executives, including reviewing plans and programs for the development of such executives and the identification and selection of candidates for senior officer positions.
- 8) Stock Ownership. Review and approve the Company's executive stock ownership guidelines and oversee compliance with stock retention and ownership levels under such guidelines, trading policies and anti-hedging and pledging policies applicable to executives under the Committee's purview.
- 9) Compensation Risk Review.
 - a. At least annually, evaluate the Company's compensation policies, programs and practices and those of its divisions in relation to risks inherent in the business by overseeing management's assessment of whether the Company's compensation policies, programs and practices and those of its divisions create risks that are reasonably likely to have a material adverse effect on the Company and reviewing the results of this assessment.
 - b. Take reasonable steps to oversee that the various components of the compensation programs do not encourage unnecessary or imprudent risk-taking.
- 10) Disclosure and Shareholder-Related Matters.
 - a. Oversee the portions of the annual proxy statement pertaining to executive compensation, including the Company's Compensation Discussion and Analysis ("CD&A") and the various compensation and pension tables, and discuss with management.
 - b. Based on the review and discussion, recommend to the Board that the CD&A be included in the Company's annual report or annual proxy statement; and produce an annual report of the Compensation Committee on executive compensation for the Company's annual proxy statement in compliance with and to the extent required by applicable SEC rules and regulations and the listing requirements of the NYSE.

- c. Advise the Board (and/or other Board committees, as appropriate) on management proposals to shareholders on executive compensation matters and proposals received from shareholders on executive compensation and other human capital matters under the Committee's purview, including advising the Board on the Company's advisory vote on executive compensation ("say-on-pay vote") and the frequency of the say-on-pay vote ("say-on-frequency vote").
 - d. Oversee shareholder communications on executive compensation matters, including shareholder votes on executive compensation, and assess the results of the Company's most recent say-on-pay and say-on-frequency votes and other feedback gathered through the engagement process.
- 11) Compliance with Law. Oversee compliance with the requirements of laws and regulations applicable to the Committee and the executive compensation program applicable to officers and other members of senior management, including the Dodd-Frank Wall Street Reform and Consumer Protection Act.
- 12) Recovery of Incentive-Based Compensation. Review and provide oversight of policies and their related administration regarding the recovery or "clawback" of any erroneously awarded incentive based compensation paid to any of the Company's executive officers, including under the Company's Financial Statement Compensation Recoupment Policy, the S&P Global Pay Recovery Policy and the S&P Ratings Services Pay Recovery Policy, as applicable.
- 13) Other Responsibilities.
 - a. Annually review and assess the adequacy of the Committee's Charter, structure, processes, and membership requirements and recommend any proposed changes to the Nominating and Corporate Governance Committee of the Board for approval.
 - b. Annually review its own performance and report to the Board on the performance and effectiveness of the Committee.
 - c. Undertake such other responsibilities or tasks as the Board may delegate or assign to the Committee from time to time.

May 6, 2025