

Moving forward.

Here's how we're leading efforts
to transition to a sustainable future.

Approach

Message from Mike	03
About Bloomberg L.P.	04
Governance	05
Stakeholder engagement	06
Risk management	08
Materiality assessment	10
Sustainability strategy	11

Environmental impact

Reducing our emissions	12
Supporting climate action	22

Social impact

Investing in our people	41
Driving social change	53

About this report

The report features content from Bloomberg L.P., Bloomberg Philanthropies, as well as their affiliated entities (collectively, “Bloomberg”), describing business, environmental and social issues that have a direct and significant impact on our company, our employees and our strategic partners, as well as issues that our organization has a unique opportunity to influence. Our business units and operational divisions provided content and data for this report. The annual data presented in this report covers our 2022 fiscal year (January 1 to December 31, 2022).

This report has been prepared in accordance with the GRI Sustainability Reporting Standards; the Sustainability Accounting Standards Board (SASB) standards and its industry-specific accounting standards; the Task Force on Climate-related Financial Disclosures (TCFD) recommendations; and select content from CDP. The sustainability data, disclosures and claims in this report have been verified by Cventure LLC.

What do those small gray numbers on the bottom of each page mean?

Where the report fulfills specific GRI or SASB disclosures, we note the disclosure on the corresponding page.

Message from Mike.

The world is in transition, and the right data can help us move faster into the future.

The world is in transition, moving away from a past powered and polluted by fossil fuels and heading towards a future that runs on clean and renewable energy. We aren't nearly as far along as we should be in order to avoid the worst harms of climate change. But the right tools and support can help companies and policymakers pick up the pace – and at Bloomberg, we're working harder than ever to provide them.

In 2022, Bloomberg and Bloomberg Philanthropies led a number of new efforts to increase access to data that can help our customers, and public and private sector leaders around the world, make more informed decisions about climate risks and opportunities. Transparency can play a powerful role in helping to accelerate the global economy's transition to net-zero emissions, and this work is part of our broader effort to provide valuable data, research and insights on a wide-range of environmental, social and governance (ESG) issues, as this report details.

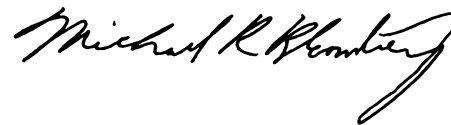
One of the biggest steps we took in 2022 occurred at the United Nations' COP27 climate conference in Egypt. We joined French President Emmanuel Macron in announcing recommendations for a new public data portal that will provide accurate corporate climate-related data in one place for the first time, increasing transparency. Also during the summit, the FAST-Infra Group announced that Bloomberg will help lead the implementation of a labeling system that will allow investors to see whether certain infrastructure projects, like electricity transmission grids and data centers, meet sustainability criteria, with the goal of driving more capital to sustainable infrastructure.

Meanwhile, our work with the Glasgow Financial Alliance for Net Zero (GFANZ) took important steps forward. Our coalition launched new tools to help financial firms develop credible plans for cutting emissions across their portfolios. Moving the global economy to net zero will require an enormous amount of new investment, and new strategies to support global economic growth without growing emissions. Financial institutions have a critical role to play, and through GFANZ, we're working to knock down barriers that stand in the way.

Of course, we're also committed to leading by example. Almost 55 percent of Bloomberg's global electricity is already sourced from renewable energy projects, and we are on track to achieve our goal of obtaining 100 percent of our electricity from certified renewable sources by 2025. In February 2023, the Science-Based Targets initiative (SBTi) verified that our company's targets are in line with the global emissions reductions needed to limit the global temperature rise to 1.5°C.

Virtually all of our company's profits go to fund the work of Bloomberg Philanthropies, which is leading programs around the world to cut emissions and grow cleaner energy. In 2022, we expanded our efforts to move the world beyond coal and increase access to clean, affordable energy in developing countries. In the U.S., we launched a new campaign to stop the expansion of petrochemical plants, which are a growing environmental and public health problem. At the same time, nearly 15,000 Bloomberg employees volunteered in community projects across the world in 2022. These included initiatives to protect the environment and programs to promote economic opportunity through training and mentoring.

We've always believed in giving back to the communities where we live and work, and in investing in our company's most important asset: our people. The stronger and more diverse our team grows, the more we'll succeed – and the bigger impact we can have, as this report shows. It's a good summary of how, together, we are leading the way forward – and helping our customers and others to join us.



About Bloomberg L.P.

Bloomberg, the global business and financial information and news leader, gives influential decision makers a critical edge by connecting them to a dynamic network of information, people and ideas.

Our company

Bloomberg L.P. is a privately held limited partnership headquartered in New York City. We have approximately 22,000 employees based in 166 locations around the world, with primary offices in the United States, the United Kingdom, Germany, Japan, China, Hong Kong (SAR), Singapore, Australia, Brazil, India and the United Arab Emirates.

Our business philosophy

Since its founding in 1981, Bloomberg has been guided by the principle that transparent markets empower investors, fuel entrepreneurs and support economic growth. Better data leads to better decisions. Moving forward, the world needs sustainable economic growth, and we have evolved our mission to provide our clients with the data they need to navigate the changing landscape and successfully transition to a low-carbon economy.

Our products

Bloomberg Professional Services
Bloomberg Professional Services – the Bloomberg Terminal® and our enterprise data management and integration services – provide real-time data, breaking news, in-depth research, powerful analytics and world-class execution capabilities to help financial professionals make smarter, faster and better-informed decisions.

News & media

Bloomberg Editorial & Research draws on the work of 2,700 journalists and analysts across 120 countries. Bloomberg Media, our consumer-facing media division, is a leading, global, multiplatform brand that provides decision makers with timely news, analysis and intelligence on business, technology and more. It reaches influential audiences worldwide across every platform, including digital, social, TV, radio, print and live events.

Our operations

Our business operates in 5.4 million owned and leased square feet of space in 70 countries, including 4 significant data centers crucial to our operations and customers, 10 television studios, 12 radio studios and 6 printing facilities. We publish three magazines, *Bloomberg Businessweek*, *Bloomberg Markets* and *Bloomberg Green*, printing and distributing 12 million copies globally in 2022.

Our people

Our employees include engineers, developers, data scientists, product designers, journalists and professionals in corporate roles.

The vast majority of the profits from Bloomberg L.P. goes to Bloomberg Philanthropies, which works to improve the lives of millions of people around the world.

The vast majority of the profits from Bloomberg L.P. goes to Bloomberg Philanthropies, which works to ensure better longer lives for the greatest number of people.

To learn more about Bloomberg, visit [bloomberg.com/company](https://www.bloomberg.com/company).

Governance.

Our company's leaders drive our sustainability efforts.

Bloomberg's Management Committee oversees corporate strategy and operations. The Management Committee has eight members: the company Founder, Co-Founder, Chairman, Chief Commercial Officer and Chief Product Officer (who also both serve as Vice Chairs of Bloomberg L.P.), Chief Enterprise Officer, Chief Legal Officer and the CEO of Bloomberg Philanthropies.

Responsibility for sustainability is embedded into relevant business units, including External Relations, Human Resources, the Chief Risk Office, Procurement, the Sustainable Finance Solutions group in our Core Products division and Workplace Operations & Supply Chain. Each business head is responsible for formulating the company's sustainability strategy for their business unit, including addressing climate-related risks and opportunities. The Management Committee is consulted and updated on a regular basis and provides direction and resource allocation.

Climate-related governance

We conduct climate-related scenario analysis and disclose our governance around climate-related risks and opportunities in accordance with the recommendations of the FSB Task Force on Climate-related Financial Disclosures (TCFD).

View our TCFD supplement [here](#).

¹ Partial list of activities.

² Bloomberg L.P., Bloomberg Philanthropies and their affiliated entities are also working to support global efforts in the climate space. Bloomberg L.P.'s Government Relations team supports and manages both Company initiatives (like CFLI) and also projects led by Mike Bloomberg personally and Bloomberg Philanthropies, through the provision of resources (including GFANZ and TCFD).

³ Bloomberg L.P. and its affiliates

Workplace Operations³

Building efficiency & resiliency

- Business continuity planning
- Facilities & data centers
- Pantry & food services
- Renewable energy
- Supply chain
- Waste management

Employees & Community³

Investing in people

- Benefits
- Corporate Philanthropy
- Diversity & Inclusion
- Leadership & Talent Development

Products³

Delivering ESG information, tools, research & news

- Bloomberg Industry Group
- Bloomberg Government
- Bloomberg Law
- Bloomberg Tax

- Editorial & Research
- Bloomberg Economics
- Bloomberg Intelligence
- BloombergNEF
- Bloomberg News

- Financial Products
- Analytics
- Data
- Indices
- Scores

- Media
- Bloomberg Digital
- Bloomberg Live
- Bloomberg New Economy
- Bloomberg Quicktake
- Bloomberg Originals
- Bloomberg Radio
- Bloomberg TV

Michael R. Bloomberg¹

Founder, Bloomberg L.P. and Bloomberg Philanthropies

UN Secretary-General's Special Envoy on Climate Ambition and Solutions

Global Advisor to The Earthshot Prize Winners

President of the Board, C40 Cities Climate Leadership Group

Co-Chair, Global Covenant of Mayors for Climate & Energy

Co-Chair, America Is All In

Co-Chair, Glasgow Financial Alliance for Net Zero (GFANZ)

Chair, Task Force on Climate-related Financial Disclosures (TCFD)

Chair, Climate Finance Leadership Initiative (CFLI)

Sustainability at Bloomberg

Sustainability is embedded in the Bloomberg organization

Bloomberg Philanthropies

Taking action to protect the planet

- Global Clean Energy Transition
- Local Climate Action
- Air Quality
- Sustainable Finance
- Bloomberg Ocean Initiative

Government Relations & Policy²

Scaling up transparency & climate finance

- Climate Data Steering Committee (CDSC)
- Climate Finance Leadership Initiative (CFLI)
- Glasgow Financial Alliance for Net Zero (GFANZ)
- Net Zero Data Public Utility (NZDPU)
- Task Force on Climate-related Financial Disclosures (TCFD)

Stakeholder engagement.

Our stakeholders help shape our sustainability efforts by sharing valuable feedback on new ideas, best practices, emerging technologies and industry trends.

Stakeholder	Engagement channels	Top issues	Our response
Customers Business and financial services professionals, corporations, policymakers	<ul style="list-style-type: none"> • Periodic customer surveys • Market research • Customer education • Help desk tickets • Sales visits • Market-led initiatives and events • Customer advisory groups • Philanthropic partnerships 	<ul style="list-style-type: none"> • Expansion of quality ESG datasets • Workflow tools that incorporate ESG factors into investment decisions • Analytics that enable benchmarking sustainability efforts against peers • Research to keep informed of trends 	<ul style="list-style-type: none"> • Clarifying climate risks and opportunities • Reporting on the business and science of climate change • Advancing the conversation • Strengthening market-driven action on climate • Promoting an inclusive global economy
Employees Engineers, developers, data scientists, product designers, journalists, professionals in corporate roles	<ul style="list-style-type: none"> • Events and training • Emails and newsletters • Surveys • Diversity & Inclusion (D&I) communities and champions • Sustainability Squads • Employee volunteering, giving and access programs 	<ul style="list-style-type: none"> • A diverse, equitable and inclusive culture • Programs, policies and benefits that support work-life success, health and well-being • The company's response to climate change and impact on the community 	<ul style="list-style-type: none"> • Creating a culture of diversity, equity and inclusion • Activating every employee's potential • Helping employees thrive • Making connections • Carbon emissions reductions and targets • Protecting the planet • Addressing the world's most pressing needs
Suppliers Hardware and furniture manufacturers, energy suppliers, facilities suppliers, retailers, external corporate services agencies, consultants, software vendors, benefits vendors, travel vendors	<ul style="list-style-type: none"> • Supplier Code of Conduct • Sustainability requirements in relevant RFPs and master service agreements • Monthly and quarterly business reviews • Vendor performance assessments 	<ul style="list-style-type: none"> • Security of IT systems and data storage • Supplier diversity • Sustainability of materials and products • Supply chain disruptions, lead times and freight options • Sustainable operations, including building certifications and sustainable travel programs 	<ul style="list-style-type: none"> • Risk management • Promoting an inclusive global economy • Carbon emissions reductions and targets • Facilities • Business activities
Corporations C-suite, HR, sustainability teams, risk managers, investor relations	<ul style="list-style-type: none"> • Gender equality reporting framework • Corporate Advisory Board • Bloomberg and industry events • Industry associations • Emails and newsletters 	<ul style="list-style-type: none"> • Attracting talent • Gender equality • Social impact • Climate risks and opportunities • ESG disclosures 	<ul style="list-style-type: none"> • Clarifying climate risks and opportunities • Reporting on the business and science of climate change • Advancing the conversation • Strengthening market-driven action on climate • Protecting the planet • Promoting an inclusive global economy
Communities Local, national and global nonprofits, educational and art institutions	<ul style="list-style-type: none"> • Meetings • Strategic long-term relationship management • Campaign development and support • Grants • Employee volunteering, giving and access programs • Events, forums and conferences 	<ul style="list-style-type: none"> • Social and economic inequality • Unequal access to data and technology • Climate change • Health crises and disasters 	<ul style="list-style-type: none"> • Strengthening market-driven action on climate • Protecting the planet • Promoting an inclusive global economy • Expanding access to data and technology • Supporting diverse voices in media and the arts • Addressing the world's most pressing needs

Stakeholder engagement.

Raising the bar.

Bloomberg engages with numerous NGO and industry partners to ensure we are following or exceeding best practices for sustainability. These partners include:



UN Global Compact: Bloomberg is a signatory of the UN Global Compact and incorporates the [Ten Principles of the UN Global Compact](#) into our business. We submit a “Communication on Progress” report to the Global Compact each year detailing Bloomberg’s progress on the Ten Principles.

Signatory of:



Principles for Responsible Investment: Bloomberg is a signatory of the Principles for Responsible Investment (PRI), demonstrating our commitment to responsible investment. As a signatory, Bloomberg incorporates the six voluntary [Principles for Responsible Investment](#) into its investment practices.

Key: Achieved In Progress



WBCSD: The [World Business Council for Sustainable Development](#) (WBCSD) is a global, CEO-led community of more than 200 of the world’s leading sustainable businesses working collectively to accelerate the system transformations needed for a net-zero, nature positive and more equitable future.



Ceres: [Ceres](#) is a nonprofit organization working with the most influential capital market leaders to solve the world’s greatest sustainability challenges. Bloomberg belongs to the [Ceres Company Network](#), a group of companies committed to driving sustainable business leadership and taking action to stabilize the climate, protect water and natural resources and build a just and inclusive economy.

Moving forward

In 2022, both WBCSD and Ceres put new expectations in place to help their members define, meet and exceed baseline levels of ambition and action required to bring about sustainable transformation. Bloomberg is partially or fully meeting expectations in most areas and is leveraging this additional guidance to identify room for improvement.

WBCSD membership criteria	
Set an ambition to reach net zero greenhouse gas (GHG) emissions, no later than 2050 and have a science-informed plan to achieve it	
Set ambitious, science-informed, short and mid-term environmental goals that contribute to nature/biodiversity recovery by 2050	
Declare support for the UN Guiding Principles on Business and Human Rights by having in place a policy to respect human rights and a human rights due diligence process	
Declare support for inclusion, equality, diversity and the elimination of any form of discrimination	
Operate at the highest level of transparency by disclosing material sustainability information in line with the TCFD and align enterprise risk management with ESG risks ¹	

Ceres member expectations	
Business integration expectations	
Executive management acknowledgement of sustainability as a business imperative	
Regular and public disclosure of sustainable business priorities and performance	
Regular, constructive engagement with Ceres	
Ongoing improvement of sustainable business integration	
Performance expectations	
Scope 1, 2 and 3 GHG emissions reduction targets	
Water and natural resources policies/targets	N/A ²
Human rights policy for direct and indirect employees	
Representation targets for historically disadvantaged/underrepresented groups	

¹ Bloomberg has achieved the WBCSD’s Sustainability Reporting and TCFD Alignment criteria; we are working to meet the Enterprise Risk Management criteria.

² Water and natural resources impacts are not highly material to Bloomberg’s business.

Risk management.

We identify, assess and manage risks for our products, operations and people to enhance our sustainability.

Bloomberg is committed to appropriately managing risk and minimizing the impact of risk on the achievement of business objectives.

Bloomberg views risk management as an integrated business process essential to the overall success of the business. Risk management is incorporated into standard management processes such as business planning, investment analysis, project management, operational management and management reporting.

Here's how we manage risk around some of our key material issues.

Products

Information security

Bloomberg's Chief Information Security Office (CISO) works to minimize the likelihood and impact of cyber-attacks and data incidents on Bloomberg systems.

Three CISO teams – Product Security, Threat and Vulnerability Management and the Cyber Security Operations Center – manage threats. Product Security conducts security code and architecture reviews, testing and training to ensure that Bloomberg products and systems are built to reduce the number and severity of vulnerabilities.

Threat and Vulnerability Management continuously identifies, assesses and reports on vulnerabilities, working with stakeholders across the organization to prioritize and guide remediation efforts. The Cyber Security Operations Center monitors cybersecurity events and provides incident management services, including security event triage and escalation. CISO also provides mandatory annual information security training to all employees as well as specialized training to employees in certain roles.

Data privacy

Bloomberg is committed to compliance with our privacy obligations throughout the world. We respect the privacy rights of our users and are strongly committed to protecting our users' information.

We restrict employee access to this information, allowing access only if the data is required for carrying out employees' roles and responsibilities. The privacy notices we provide explain our personal data collection, use and disclosure practices. All employees receive mandatory data privacy training annually.

Operations

Business continuity

Unanticipated events such as flooding, fires and epidemics and anticipated events such as hurricanes and political activity may disrupt business activities and affect Bloomberg facilities, infrastructure, personnel, products, services and/or functions. Bloomberg's Enterprise Resilience and Incident Management team systematically identifies, analyzes and evaluates the risk of business disruptions to the company; designs, implements and tests our business continuity strategies; and responds to incidents that may compromise normal operations.

Our business continuity tools and processes protect the integrity of our operations and allow us to continue supporting clients while resolving interruptions as quickly as possible.

Climate risk

As the climate changes, natural disasters such as hurricanes, droughts and wildfires are becoming more common, sea levels are rising and ecosystems are being disrupted. These physical risks present our business with potential threats to assets, infrastructure and operations. Bloomberg assesses risks to existing facilities and potential

new locations through a systemic risk assessment process that includes horizon scanning and peer review, in addition to implementing mitigation and resiliency measures to ensure the safety of our employees and uninterrupted service to our customers. These measures include infrastructure upgrades and renewable energy procurement as well as delivering personal protective equipment to our employees during air-quality crises and other disasters.

We conduct climate scenario analysis in line with the TCFD recommendations. Through our 2021-22 climate scenario analysis, we identified opportunities to improve our management and governance of climate risk. In 2022, we worked to further integrate ESG factors, with a focus on climate risk, into our Enterprise Risk Management processes, including developing an ESG risk taxonomy and framework.

Read more about our climate scenario analysis process and findings in our [TCFD supplement](#).

Risk management.

People

Business ethics

The Bloomberg Global Core Guide provides employees with information about their employment terms, benefits and responsibilities. These clear and transparent ethical standards serve as the foundation for our work culture and create an environment in which our employees can do their best work.

Bloomberg takes allegations of misconduct seriously and does not tolerate retaliation against employees who raise ethical concerns in good faith or assist with investigations. Employees and non-employees who wish to submit concerns about ethical misconduct anonymously can do so through our Bloomberg Ethics Hotline.

Behavioral standards

Bloomberg requires employees to conduct themselves and our business at the highest ethical level, with integrity and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. All employees must complete mandatory training annually, including sessions on Bloomberg's anti-bribery and corruption policy, our social media standards, our anti-harassment and anti-discrimination policies, sanctions compliance and avoiding conflicts of interest.

The Bloomberg Employee Code of Conduct and Ethics (part of the Global Core Guide), the Journalistic Code of Conduct and *The Bloomberg Way* set out the standards we expect our employees to follow. *The Bloomberg Way* spells out our guiding principles of transparency, accuracy and integrity for the News organization. Everyone across the organization involved in news gathering receives our code of conduct, which they are required to sign in addition to receiving training covering ethics, conflicts of interest and fairness issues.

Human rights

Bloomberg maintains a continuing [policy of non-discrimination](#) in employment. Bloomberg complies with all applicable laws and regulations protecting employees' rights to unionize in the workplace as well as laws on modern slavery, including forced and child labor. Bloomberg publishes [Modern Slavery statements](#) detailing the firm's commitment and controls to mitigate the risk and exposure to modern slavery risks in our supply chain or any part of our business. In 2022, we engaged our NGO partner Ceres to provide guidance on our human rights policies and due diligence processes to ensure we are following best practices and are in alignment with the UN Guiding Principles on Business and Human Rights.

Supply chain

Our [Supplier Code of Conduct](#) and [Sustainable Operating Guidelines](#) help to ensure that we source goods and services from vendors that operate in a responsible and sustainable manner. Bloomberg is committed to working with our vendors to operate an efficient and sustainable supply chain that supports corporate responsibility, creating long-term value and mitigating risk. In 2022, we engaged our NGO partner BSR to provide an assessment and guidance on increasing our maturity in responsible supply chain management.

Our ethical standards create an environment in which our employees can do their best work.

Materiality assessment.

Our approach to sustainability begins with a question: What environmental, social and governance issues are relevant to our business and our stakeholders?

We conducted our most recent materiality assessment in 2020, using the findings to guide us as we updated our sustainability strategy and set goals for 2025 and beyond. The internal and external issues that have the most impact on our business are described below.

Tier 1 issues are our priority issues – those that impact our company and our employees from a business, environmental and/or social perspective.

Tier 2 issues are issues that may have a limited impact on our company/business directly but impact our strategic partners and stakeholders or the environment.

Tier 3 issues do not have a significant, direct impact on our company or strategic partners.

Issue	Environmental	Social	Governance	Cross-ESG
Tier 1	<ul style="list-style-type: none"> • Energy efficiency of offices/data centers • Utilization of renewable energy 	<ul style="list-style-type: none"> • Employee diversity/equity/inclusion • Employee attraction/retention/engagement • Employee harassment/non-discrimination • Social/racial equality • Employee wellness, health and safety • Engagement in the community 	<ul style="list-style-type: none"> • Cyber security • Ethical conduct • Disaster response/business continuity • External ESG disclosure • Board diversity 	<ul style="list-style-type: none"> • New/enhanced ESG products/services • BLP Media/News focus on ESG issues • Screening suppliers for environmental/social criteria • Integration of ESG into non-ESG-focused products/services • BLP supply chain labor risks
Tier 2	<ul style="list-style-type: none"> • BLP sustainable business travel practices • Waste reduction/diversion from landfill • Impact of BLP locations on local communities 	<ul style="list-style-type: none"> • Employee grievance mechanisms • Poverty/wealth inequality 	<ul style="list-style-type: none"> • Board oversight of ESG • Formal management accountability for ESG • Public policy engagement 	<ul style="list-style-type: none"> • BLP participation in advancing an inclusive economy • Carbon emissions from BLP upstream activities
Tier 3	<ul style="list-style-type: none"> • Water/wastewater management 	<ul style="list-style-type: none"> • Freedom of association/collective bargaining 		

Non-confidential Tier 1 Environmental, Social and Cross-ESG issues are discussed in detail in our annual Impact Report. For additional discussion of our material issues, please see our [GRI Content Index](#) and [2022 SASB disclosure](#).

Sustainability strategy.

Looking ahead.

With about a decade to prevent a devastating level of global warming, governments and businesses are shifting their focus to building a low-carbon global economy. Our sustainability strategy ensures that our company is not only able to adapt to changing markets, but also able to maximize its contributions to collective multinational efforts to hold the line on climate change.

We drafted our strategy based on the findings of our 2020 materiality assessment and refined it through a process that included consulting with stakeholders and mapping our alignment to the United Nations Sustainable Development Goals (SDGs). Our work contributes to nearly all of the 17 goals. Following best practices, we focus our efforts on the SDGs where we believe we can have the greatest impact.

As a financial information and technology company with a relatively small operational footprint, we recognize that some of our most significant impact comes from serving as an innovator and a champion for new sustainability solutions – pioneering new technologies, promoting new ideas and leading collaborative efforts with business and civic partners to develop sustainable best practices. Our strategy elevates the opportunities we have to advance sustainability beyond Bloomberg.

Our sustainability strategy. Click on “Strategic priorities” to learn more.

SDGs	Strategic priorities	Goals
<p>Environmental impact</p>    	<p>Reduce our emissions in line with a 1.5°C future</p> <p>Support coherent, impactful climate action</p>	<ul style="list-style-type: none"> • Set and achieve science-based targets for emissions reductions on the path to net zero • Obtain 100% of our electricity from renewable sources by 2025 • Find and maintain further energy efficiencies in data centers (5% improvement in PUE) and offices (10% reduction in energy intensity) • Divert 95% of total operational waste (kg) from landfill by 2030 • Reduce total operational waste (kg) by 75% by 2030 <ul style="list-style-type: none"> • Develop sustainable finance products for a wide range of investors • Expand energy transition research and analysis • Be the indispensable guide to climate change • Strengthen the financial markets’ response to the impacts of climate change • Bring together diverse stakeholders to address climate challenges • Drive measurable, local action on climate change
<p>Social impact</p>    	<p>Invest in an increasingly diverse workforce</p> <p>Drive change on critical social issues</p>	<ul style="list-style-type: none"> • Deliver leadership advocacy and accountability that equally values all perspectives • Engage, integrate and ally with underrepresented talent • Improve the representation and advancement of underrepresented talent • Deliver best-in-class benefits and training • Engage employees in Bloomberg’s philanthropic initiatives and culture <ul style="list-style-type: none"> • Promote an inclusive global economy • Expand access to data and technology • Support diverse voices in media and the arts • Address the world’s most pressing needs

We're reducing our emissions in line with a 1.5°C future.

Bloomberg strives to decouple company growth from environmental impact while increasing the efficiency and resiliency of our operations. Our environmental performance targets are aligned with multinational efforts to limit the global temperature rise to 1.5°C above pre-industrial levels and avoid catastrophic climate change.

2022 highlights

- 13 Carbon-emissions reductions and targets
- 15 Energy
- 17 Facilities
- 20 Business activities

Goals

Set and achieve near- and long-term science-based targets for emissions reductions on the path to net zero

Near-term targets:

- 80% reduction in Scope 1 & 2 emissions by 2030 (from 2018 baseline)
- 30% reduction in Scope 3 emissions by 2030 (from 2018 baseline)

- Obtain 100% of our electricity from renewable sources by 2025

Find and maintain further energy efficiencies in data centers and buildings:

- 10% reduction in energy intensity in buildings by 2030 (from 2018 baseline)
- 5% improvement in energy efficiency in data centers by 2030 (from 2018 baseline)

Divert a minimum of 95% of total operational waste (kg) from landfill by 2030

Reduce total operational waste (kg) by 75% by 2030 (from 2018 baseline)

2022 progress

- Near-term targets progress:

- Scope 1 & 2 emissions: 38% reduction
- Scope 3 emissions: 36% reduction

- Net-zero/long-term targets submitted to the Science Based Target initiative for validation¹

- Nearly 55% of global electricity consumption sourced from renewable energy projects, with an additional 13% of global electricity sourced from renewable certificates

- 8% reduction in energy intensity in buildings

- 2% improvement in energy efficiency in data centers

- 82% of total operational waste diverted from landfill

- 58% reduction in total operational waste

¹ Validation received February 2023.

For more details on our environmentally impactful operational activities, see our [Performance by the Numbers](#) supplement.

Carbon emissions reductions and targets.

We're pursuing aggressive emissions reductions in line with best practices.

Bloomberg is committed to reducing the company's greenhouse gas (GHG) emissions in line with a 1.5°C future.

Our near-term science-based targets aim for an 80 percent reduction in our absolute Scope 1 and 2 emissions and a 30 percent reduction in our absolute Scope 3 emissions by 2030 from a 2018 baseline. These targets have been validated by the [Science-Based Targets initiative \(SBTi\)](#), confirming that they are in line with the global emissions reductions necessary to limit the global temperature rise to 1.5°C.

Our targets build on previous commitments we've made, including our RE100 pledge to obtain 100 percent of our electricity from renewable sources by 2025. Achieving our RE100 objective will satisfy the 80 percent reductions in Scope 1 and 2 emissions we are pursuing.

In early 2023, SBTi also validated Bloomberg's overall science-based net-zero target to reach net-zero greenhouse gas emissions across our value chain by 2040 from a 2018 base year, which includes long-term absolute emissions reduction targets of 90 percent across our global Scope 1, 2 and 3 emissions.



Bloomberg's science-based targets aim to reduce:

Scope 1 emissions

Direct GHG emissions that occur from Bloomberg's direct use of fuel, including natural gas, generator oil, refrigerants and vehicle fuel

Scope 2 emissions

Indirect GHG emissions associated with Bloomberg's consumption of purchased electricity and steam

Scope 3 emissions

All other Bloomberg indirect GHG emissions, such as business travel, publishing operations, global logistics, paper usage and landfill waste generation

Progress toward science-based targets

Our near-term science-based targets aim for an 80% reduction in our absolute Scope 1 and 2 emissions and a 30% reduction in our absolute Scope 3 emissions by 2030 from a 2018 baseline.

	2018 baseline	2022 emissions	Reduction from baseline (2022 vs. 2018)	2030 SBTi reduction target
Scope 1	12,915	6,068		
Scope 2	61,801	40,512		
Scope 1+2	74,716	46,580	-38%	-80%
Scope 3	85,646	54,489	-36%	-30%

Note: Emissions quantities in metric tonnes of carbon dioxide equivalent (MTCO_{2e}).

Carbon emissions reductions and targets.

The road to net zero

We are committed to achieving our near-term and long-term science-based targets in accordance with a less-than 1.5°C future-warming scenario. We plan to achieve this through ongoing asset optimizations to reduce energy consumption and associated carbon emissions, continued investment in renewable energy projects and increased rigor in our procurement and travel activities.

Currently, Bloomberg is purchasing and retiring carbon credits from three climate change projects to offset our ongoing [business travel emissions](#). Starting in 2025, we will expand this effort to cover all residual operational CO₂e emissions.

Once we meet our long-term science-based target reductions, these emissions-offsetting efforts will result in Bloomberg receiving SBTi’s official net-zero designation.

Assessing air pollution emissions

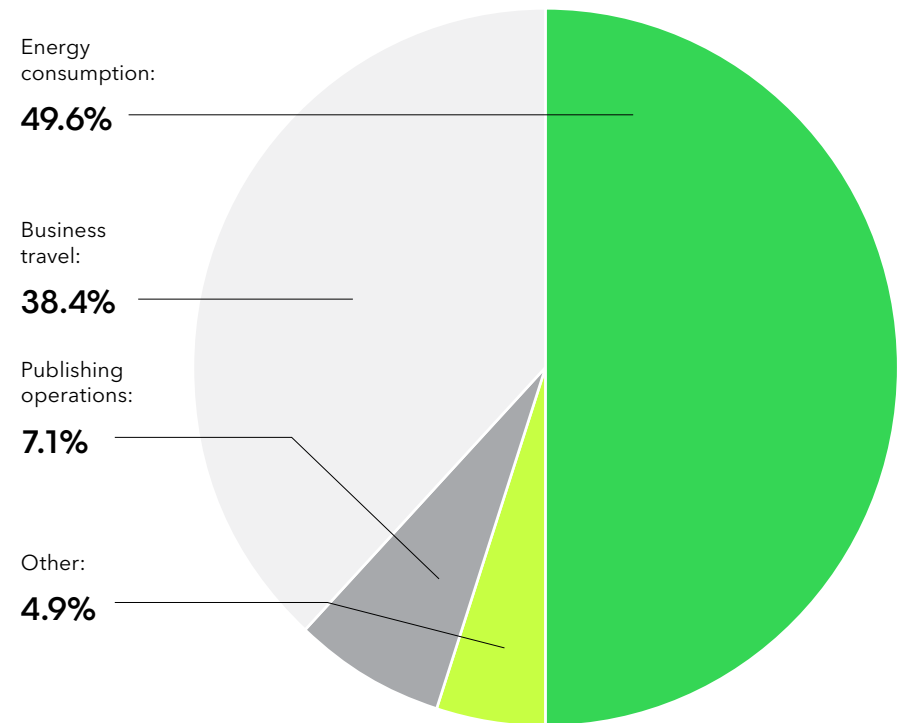
Bloomberg is one of the founding members of the Alliance for Clean Air, the first global private sector initiative to bring together leading businesses to tackle air pollution.

Launched at COP26 by the World Economic Forum, in partnership with the Clean Air Fund, founding members have committed to measure our air pollution footprint and create clear, actionable plans to help deliver clean air. In 2022, Bloomberg completed its initial air pollution emissions inventory and formulated preliminary reduction targets for 2030.

View our clean air targets in our [Performance by the Numbers](#) supplement.

Emissions by activity

In 2022, energy consumption, business travel and publishing operations represented 95% of total operational emissions. Our energy consumption was up slightly, generating half of Bloomberg’s emissions, but it accounted for a lower share of our total emissions than in 2021 as business travel picked up following the COVID-19 pandemic.



Energy.

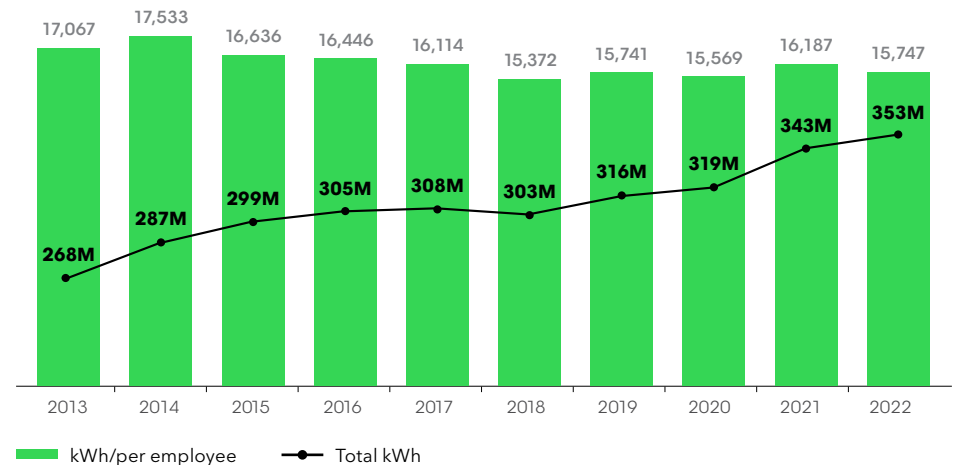
Reducing our energy use is a top priority.

As a company with approximately 22,000 employees based in 166 locations globally, addressing our global energy consumption is critical to reducing our environmental impact. Bloomberg’s energy strategy is comprehensive, focusing on reducing absolute energy consumption, implementing energy efficiency projects at our facilities, occupying environmentally certified new facilities and investing in developing both on- and off-site renewable energy projects.

Bloomberg’s energy profile is dominated by electricity, comprising 90.2 percent of our total energy consumption. Fuel usage, cooling and hot water account for the remaining 9.8 percent of energy use. In 2022, we consumed 352,686 megawatt hours (MWh) of electricity across our global operations, an increase of 2.9 percent from 2021. Electricity consumption across our data centers rose by 5.6 percent as a result of increased capacity. Despite more employees and visitors using our buildings in 2022, electricity consumption at our offices fell by 1 percent, reflecting the effectiveness of ongoing optimizations.

Total kWh and kWh per employee

As companies grow, total energy consumption typically increases. Therefore, we monitor kWh consumption per employee as a measure of our overall energy efficiency. In 2022, our overall kWh consumption increased by 3%. Our kWh consumption per employee decreased by 3%.



Energy.

Renewable energy

In 2022, we secured 192,533 MWh of renewable energy, an increase of 9.7 percent from 2021, from 10 on- and off-site solar and wind sites and a hydropower allocation from a local utility. Sourced renewable energy from these projects represents 54.6 percent of our global purchased electricity, up from 51.2 percent in 2021.

We began investigating renewable energy projects in 2008; our first project, a 1.8MW solar installation at our campus in Princeton, New Jersey, began providing us with energy in 2012. In 2021, we expanded our solar energy capacity in Princeton, developing an additional 2.55 MW solar project at our offices there. In March 2022, the project went live, with solar energy now providing 100 percent of the electricity needed for the two buildings on site.

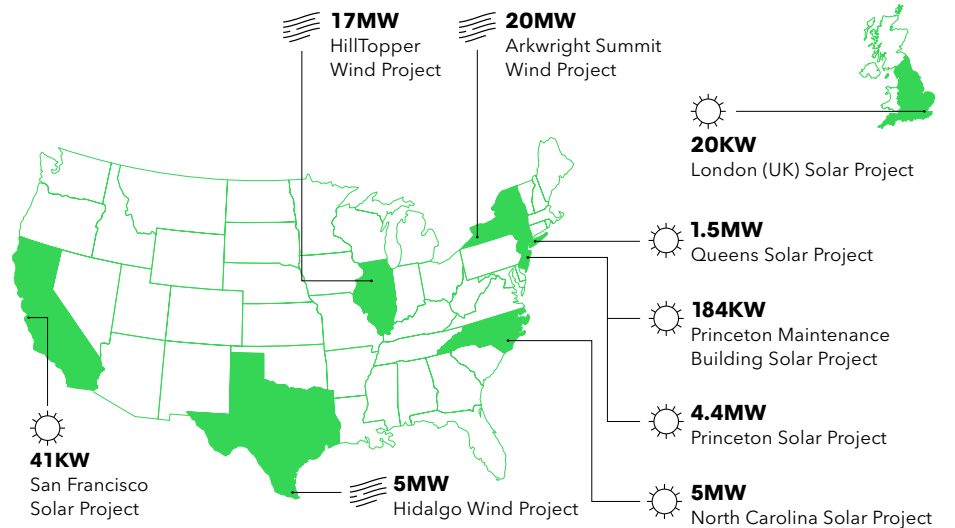
Currently, our biggest challenge is procuring renewable energy outside the U.S. Countries have different markets, incentives and availability, and Bloomberg has lower energy needs in these locations. In these regions, efforts during 2022 were focused on securing Renewable Energy Guarantee of Origin (REGO) certificates and EU Guarantee of Origin (GO) certificates – certificates that guarantee that our suppliers obtain energy from renewable sources – bundled with our energy purchases. This approach helped us source an additional 46,782 MWh of renewable energy, equal to 13.3 percent of our global electricity consumption.

Path to RE100

Bloomberg has been a signatory of RE100, a global initiative of influential businesses committed to using 100 percent renewable electricity, since 2016. We have pledged to obtain 100 percent of our electricity from certified renewable sources by 2025 and continue to pursue renewable energy opportunities to drive us towards this objective.

Bloomberg renewable energy at year-end

Bloomberg renewable energy projects		2018	2019	2020	2021	2022
Owned renewables	MWh	263	280	281	261	286
Power purchase agreements (PPAs)	MWh	3,642	4,204	3,970	3,245	4,295
Virtual PPAs	MWh	34,646	136,311	128,744	135,560	148,636
Other renewables	MWh	12,013	11,975	26,003	36,457	39,315
Total project renewables	MWh	50,382	152,770	158,998	175,523	192,533
Additional renewable energy credits (RECs)	MWh	79,301	4	6,910	36,608	46,782



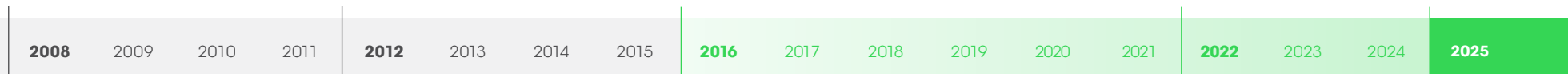
Began investigating renewable energy projects

First projects completed

RE100 commitment announced

54.6% renewable energy

RE100 goal: **100%** renewable energy



Facilities.

We push beyond conventional ideas to minimize the environmental impact of our buildings and data centers.

Buildings

In 2022, Bloomberg maintained 162 non-data-center locations globally, representing 5 million square feet, which consumed 147,529 MWh of electricity, approximately 42 percent of our total electricity consumption. By 2030, we are aiming to reduce electricity consumption per employee across our portfolio of buildings by 10 percent from a 2018 baseline. In 2022, we achieved a 7.6 percent reduction in energy intensity against that baseline.

We seek to limit, and reduce, the environmental impact of both construction and occupancy at our buildings by investing in environmentally certified office spaces and incorporating sustainability considerations into our search criteria when looking for new office space. We also ensure that all new office developments, refurbishments and expansions are certified or built to Leadership in Energy and Environmental Design (LEED) or BREEAM standards.

At the end of the year, we had 36 active environmentally certified projects on six continents, with five more in progress. In 2022, we renewed our BREEAM In-Use certification for our European headquarters in London, achieving an “Outstanding” rating recognizing the way in which we operate and manage the building. With BREEAM “Outstanding” ratings in both the Design and In-Use categories, the Bloomberg London office can be considered one of the most sustainable office buildings in the U.K.

Keeping our employees safe and healthy while in our offices around the world is a top priority. In the wake of COVID-19, we’ve invested in a variety of measures to reduce the risk of infection while at work, adapting our strategies as the pandemic has evolved and scientific understanding of the virus has improved. We achieved the WELL Health-Safety Rating on Facility Operations and Management through the International WELL Building Institute in 2021 and pursued our recertification in 2022 for 78 Bloomberg locations representing more than 90 percent of our global office portfolio (by square foot).

We use our [Sustainable Operating Guidelines](#) to steer our ongoing capital and operational projects and ensure we adhere to best practice, encouraging responsible procurement, energy conservation and waste minimization and prioritizing the health and well-being of our employees and visitors. We also provide a number of benefits and initiatives that encourage and support sustainable behaviors from our staff and visitors.



15 projects
LEED Platinum



19 projects
LEED Gold



Our European headquarters
BREEAM “Outstanding” – Design
BREEAM “Outstanding” – In-Use



Our global headquarters
3-star Fitwel certification



78 offices
WELL Health-Safety Rating



80% of Bloomberg employees
Based in environmentally certified office space

Facilities.

Data centers

Our data centers handle the large volume of data and analytics we provide to our more than 360,000 customers through Bloomberg Professional Services. These data centers are critical and energy-intensive assets. While our overall objective is to reduce our energy consumption, we cannot compromise the quality of data stored, Bloomberg Terminal functionality, complexity of routinely performed calculations or uninterrupted service to our customers. Therefore, with continued business growth, it is expected that data center energy consumption will continue to rise.

Anticipating this data center growth, we have set an objective to achieve a 5 percent improvement in data center energy efficiency from a 2018 baseline. We measure data center energy efficiency by power usage effectiveness (PUE). PUE indicates how efficiently a data center uses energy by providing a ratio of the energy used by the facility to the energy delivered to the IT equipment (a lower PUE is better).

Our latest LEED-certified data center came online in 2022. As a result of the latest technologies in this brand-new facility and ongoing upgrades and improvements across our existing sites, our data center PUE in 2022 was 1.40. This is 0.3 percent lower than the previous year and a 1.9 percent improvement against our 2018 baseline, indicating that our data center energy efficiency is improving.

Waste

Bloomberg aims to reduce overall waste generation and send zero waste to landfill or incineration. To maximize resource recovery, we conduct comprehensive waste segregation at the source, collaborate with our waste vendors in all our major locations and continue to seek out and implement new waste-reduction strategies, including physical interventions and employee engagement initiatives.

In 2022, Bloomberg operations generated 2,946 metric tonnes of waste, up 12.4 percent from 2021, and diverted 82 percent of total waste from landfill. Throughout most of the year, we offered lunch in our offices as part of our COVID-19 safeguarding efforts; this created increased volumes of food and compostable waste from food preparation and packaging.

We expanded the recycling program in our London office to collect flexible plastics alongside general recycling, coffee cup recycling and compostable waste. We also continued to educate employees on waste reduction and management in their buildings and provided consistent and coherent signage to aid in these efforts.

We're currently focused on initiatives to replace single-use items with reusable options, and we encourage employees and visitors to use reusable water bottles, cups and mugs while in the office. In 2022, we introduced reusable cups and a dishwashing service at our New York headquarters and our Princeton office, following the successful implementation of similar measures in our London office in 2021. These steps are helping us to avoid the use of thousands of disposable cups per day in our New York headquarters and in our London office.

We've partnered with reusable solutions company Fill it Forward to encourage more reuse by distributing reuse tracker stickers that employees scan on a mobile phone app each time they refill, generating a donation to a clean water project. Since the program's inception in 2020, we have reached nearly 80,000 reuses. According to Fill it Forward, this equates to 2,385 pounds of waste diverted from landfills and 477 pounds of plastic pollution diverted from oceans.

We are also tackling food waste from our pantry and catering operations in New York, New Jersey and London through partnerships with food-donation platforms, including FoodShare, Olio and Copia. In 2022, we donated more than 7,700 kilograms of perfectly edible food to shelters and soup kitchens in New York and New Jersey, including the Dwelling Place and St. Paul's House. In London, we donated more than 5,800 kilograms of food – the equivalent of 12,600 meals – supporting 465 local families.

Facilities.

Catering

Bloomberg has committed to serving more climate-friendly foods in its catering operations and cafeterias in New York, New Jersey and London by signing the [Cool Food Pledge](#), part of a growing movement to reduce food-related GHG emissions by 25 percent by 2030.

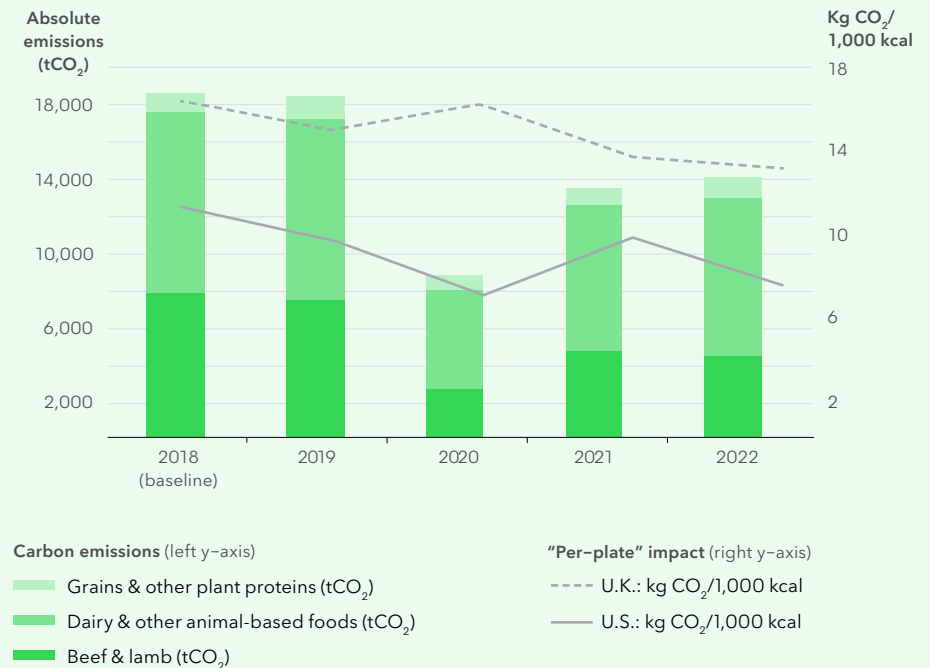
We're engaged in a number of initiatives to encourage sustainable and healthy food choices for our staff and visitors, including reducing the amount of meat and dairy products we offer, increasing our range of plant-based foods and milk alternatives and improving our communications and engagement.

We are monitoring two metrics in our drive to reduce food-related carbon emissions: absolute emissions and emissions per 1,000 kilocalories (kcal), a metric that is not affected by fluctuations in occupancy or number of events we host.



Bloomberg food-related GHG emissions (U.S. & London)

Despite a slight increase in 2022 over the previous year, our total food-related GHG impact for our New York and London operations is 24.5% lower than our 2018 baseline. Our "per-plate" impact is 17.7% lower in New York and 32% lower in London than our 2018 baseline, demonstrating that our ongoing efforts to source foods locally and reduce the provision of meat and dairy are having a meaningful impact.



Business activities.

We seize opportunities in every area of our operations to reduce our carbon footprint.

Business travel

Business travel represents a significant portion of Bloomberg’s total emissions, as Bloomberg’s business model features a high level of customer support, including visiting and advising clients in person.

Worldwide COVID-related restrictions limited Bloomberg’s business travel in 2020 and 2021, but our travel activity picked up again in 2022. Bloomberg employees traveled more than 135 million miles, generating 38,814 metric tonnes of CO₂e emissions. Our 2022 travel activity, measured by miles traveled, was 29 percent lower than in 2019, our last full pre-pandemic year.

Mitigating the environmental impact of our business travel is a key area of focus, and we are currently engaged in efforts to educate our employees in order to prompt travelers to make more sustainable choices.

In 2022, we integrated sustainability recommendations into our online booking tool to assist employees in finding sustainable options when booking trips. These include encouraging rail travel on routes where this option is feasible; flagging which flights are more efficient; and highlighting hotels that meet sustainability criteria.

We are also working with our travel vendors to understand and influence their strategies to reduce their emissions and exploring how Bloomberg can benefit from travel vendor sustainability initiatives.

Bloomberg purchases and retires carbon credits to offset travel emissions; our current carbon credits support climate action projects in Brazil, Cambodia and the Democratic Republic of Congo. The projects we have selected have co-benefits that align with several of UN Sustainable Development Goals in addition to offering carbon benefits.

Our carbon credits benefit:

Water filters in Cambodia

This project supports locally-made Ceramic Water Purifiers that provide clean water to communities in Cambodia. With filters in their homes, families no longer need to boil their water to make it safe to drink.

Forest conservation in Brazil

The Envira Amazonia Tropical Forest Conservation project in Brazil’s Amazon basin protects 39,300 hectares of tropical forest from logging and encroaching on cattle ranches.

Forest conservation in the Democratic Republic of Congo

The Isangi Forest Conservation project in the Democratic Republic of Congo protects over 187,000 hectares of one of Earth’s most biodiverse rainforests from deforestation.

Bloomberg business travel

Miles traveled and CO₂e emissions by year

Year	Miles traveled	Metric tonnes CO ₂ e	Change vs. prior year	Metric tonnes CO ₂ e per full-time employee	Change vs. prior year
2022	135,274,375¹	38,814	↗ 395%	1.73	↗ 367%
2021	25,761,796	7,844	↘ (19.2%)	0.37	↘ (21.7%)
2020	37,330,920	9,710	↘ (82.1%)	0.47	↘ (82.6%)
2019	187,226,301	54,371	↘ (13.2%)	2.72	↘ (14.3%)
2018	214,173,876	62,627		3.17	

¹ While COVID-related restrictions depressed Bloomberg’s travel activity (measured by miles traveled) in 2020 and 2021, our business travel began moving toward pre-pandemic levels in 2022.

Business activities.

Publishing operations

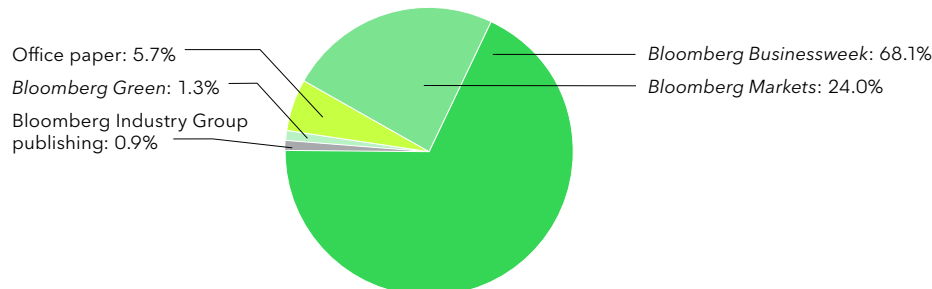
In 2022, publishing operations represented 7.1 percent of total company emissions. We published three magazines – *Bloomberg Businessweek*, *Bloomberg Markets* and *Bloomberg Green* – consuming 4 million pounds of paper and distributing almost 12 million copies globally. Publishing operations generated 7,185 metric tonnes of CO₂e, a 17 percent reduction versus 2021 due to reducing our total numbers of printed magazines by 19 percent and decreasing magazine paper usage by 18 percent.

We employ a number of strategies to limit the environmental impacts of our publishing activities. These ongoing efforts include:

- **Recycled paper:** In 2022, when sourcing became available, we began printing *Bloomberg Markets* on 100% recycled-content paper, while continuing to print *Bloomberg Green* on 100% recycled-content paper.
- **FSC certification:** Bloomberg has used Forest Stewardship Council (FSC)-certified paper for all magazines since 2009.
- **Regional printing and distribution:** We have consolidated some printing facilities, which has increased distribution emissions but supports more efficient resource consumption and management. We continue to look for opportunities to reduce emissions via regional printing and distribution.
- **Digital publishing:** Moving print subscriptions to digital is the most effective measure available to reduce the impact of our publishing activity. We continue to promote the benefits of digital subscriptions to current and prospective subscribers.

Global paper usage

Bloomberg Businessweek accounts for the majority of our company’s paper usage and associated emissions.



Product transportation

Bloomberg ships B-Units, flat panels, keyboards, PCs and other products to customers globally, and our internal print shop distributes products internally. We have six major distribution centers – in New York, Brazil, London, Hong Kong, Singapore and Tokyo – and more than 200 stocking locations globally to provide best-in-class customer service.

In 2022, we sent and received more than 500,000 shipments. Our global non-magazine logistics activity generated 1,888 metric tonnes of CO₂e, up 5 percent from 2021. In 2022, Bloomberg introduced the B-Unit app for the iPhone, an important step toward significantly reducing the number of physical B-Units used by employees and customers. We look forward to realizing the impact of this upgrade on our global logistics, as well as in other areas of our supply chain, in 2023.

Globally, approximately 94 percent of shipments were sent via ground or sea. On an ongoing basis, we seek to improve the efficiency of our distribution network while reducing its environmental impact through forward stocking and optimization and utilization of greener delivery options.

Across our warehouse network, we work to mitigate the environmental impact of our operations beyond the physical distribution of products. We continually strive to reuse packaging materials whenever possible, recycle all materials that cannot be reused and replace existing packaging with more sustainable options.

We're supporting coherent, impactful climate action.

Structural and systemic shifts accompanying climate change, such as resource scarcity, new technologies and regulations, pose business risks and offer opportunities to issuers and investors globally. We provide data, analytics, indices, news, insights and expertise to investors, lenders, policymakers and citizens seeking to address climate challenges and help drive the transition to a low-carbon global economy.

2022 highlights

- 23 Financial products
- 30 News & media
- 32 Events
- 33 Public policy
- 35 Philanthropy
- 39 Spotlight: COP27

Goals

Develop sustainable finance products for a wide range of investors

Expand energy transition research and analysis

Be the indispensable guide to climate change

Strengthen the financial markets' response to the impacts of climate change

Bring together diverse stakeholders to address climate challenges

Drive measurable, local action on climate change

2022 progress

- Fundamental ESG data for 15,000+ companies
- 15,000+ companies monitored for as-reported Scope 1, 2 & 3 emissions data; estimates available for 100,000+ companies
- Bloomberg ESG Scores for 5,500 companies
- EU Taxonomy solution monitors up to 15,000 companies, with estimated eligibility for 50,000+ companies
- 2,500+ BloombergNEF research publications in 2022
- Bloomberg Climate Transition Scores for 192 companies in 6 industries
- 726 corporate net-zero targets visualized and scored in BloombergNEF's Corporate Net-Zero Assessment Tool
- 93% increase in our readership across ESG stories
- 4,100+ organizations supporting the TCFD climate-related financial disclosure guidelines
- 550 financial institutions elevating best practices through GFANZ
- 2 CFLI Country Pilots mobilizing climate finance in emerging markets
- 490 Bloomberg-hosted events, reaching 41,195 attendees with climate, environment and sustainability-related topics
- 10,190 trees planted by employee volunteers
- 70% of U.S. coal plants retired through the Beyond Coal campaign
- 10.2 million square miles of ocean with strengthened protection through the Bloomberg Ocean Initiative

Clarifying climate risks and opportunities.

Bloomberg provides data, research, benchmarks and analytical tools to help investors, lenders and companies manage risks and opportunities related to climate change.

Company ESG performance

We help investors and companies better evaluate assets and assess environmental performance.

Data

Our data on corporate environmental performance stands out for its extensive breadth and depth. We provide comparable company-reported data for 15,000+ companies in 100+ countries with 16+ years of history and as-reported and estimated greenhouse gas emissions for more than 100,000 companies globally. We currently track more than 800 environmental metrics, including data on energy use, carbon emissions, waste and water management.

Clients can also use Bloomberg’s Data Management Services (DMS) to streamline the process of integrating ESG data from multiple vendors into their investment systems.

Analytics

ESG data is integrated into Terminal applications designed for company analysis, allowing Terminal users to seamlessly incorporate environmental performance data into the investment process. Investors can screen equities for themes such as resource efficiency, global water risk exposure and more. In 2022, we enhanced the Relative Valuation (RV <GO>) function on the Terminal to make it easier to compare ESG performance and see a fuller picture of risks and opportunities. We also enhanced our Supply Chain Analysis (SPLC <GO>) function to help users pinpoint ESG exposure in company supply chains and upgraded our Fund Screening (FSRC <GO>) tool to allow users to see the number of ESG-focused funds exposed to a security.

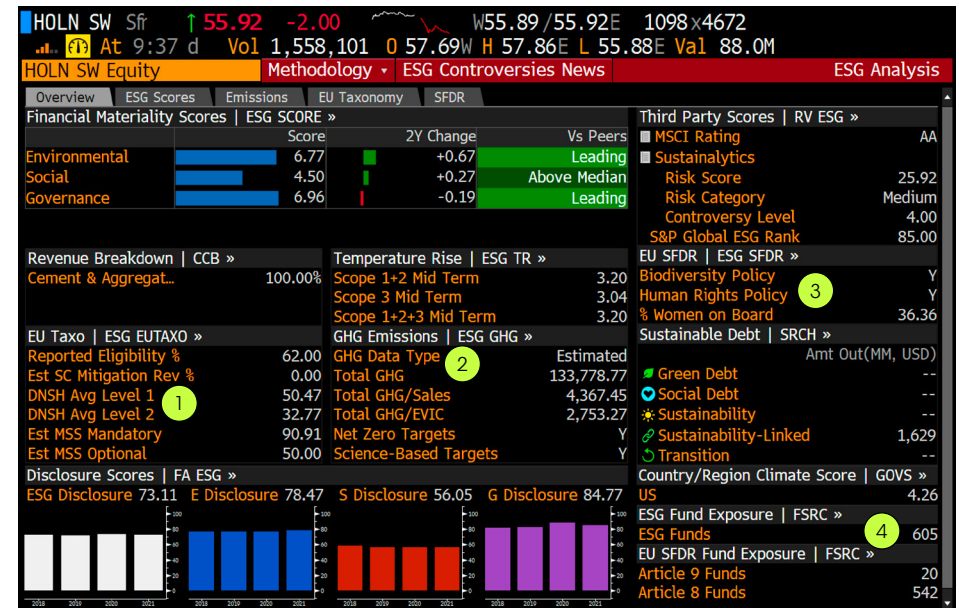
The Terminal’s dedicated ESG function, Environmental, Social & Governance Analysis (ESG <GO>), features an expanding set of ESG analytics that help investors assess company environmental performance from different perspectives and see if a company is leading or lagging its peers.

Our Environmental, Social and Governance (ESG) products are designed to fit seamlessly into an investment workflow or corporate decision-making process. Data and insights are displayed alongside fundamental financial data on the Terminal and in various Bloomberg solutions, allowing users to incorporate this information into critical investment decisions. Environmental data is easy to explore via functions such as ESG Analysis (ESG <GO>), ESG Data Discovery (ESGD <GO>) and Overview of Bloomberg ESG (BESG <GO>). Our ESG data can also be accessed as enterprise datasets for firm-wide use via our ready-to-use data website, [Data.bloomberg.com](https://data.bloomberg.com).

Our climate solutions

- 23 [Company ESG performance](#)
- 25 [Climate-related regulation](#)
- 26 [Sustainable fixed income](#)
- 27 [Climate risk](#)
- 29 [Industry guidance](#)

See the whole picture



New in 2022:

- 1 Evaluate EU Taxonomy alignment
- 2 Assess a company's GHG emissions
- 3 Assess Principal Adverse Impacts
- 4 Review exposure metrics for ESG funds

Financial products

Company ESG performance (continued)

BloombergNEF’s Corporate Net-Zero Assessment Tool, launched in 2022, helps investors, corporate professionals and low-carbon service providers identify companies with the strongest and weakest net-zero targets. The tool monitors 1,000 of the world’s largest companies in the heaviest-emitting sectors for net-zero commitments, projects the emission reductions necessary for these companies to achieve their targets and scores their ambition and legitimacy of their targets, based on a number of quantitative and qualitative criteria.

Scores

Bloomberg provides proprietary and third-party ESG scores that can be used to quickly and simply evaluate company performance across a range of ESG issues and compare against industry peers. The scores can be used in portfolio and index construction and by companies benchmarking their ESG performance and disclosure against peers.

Our ESG scores measure a company’s management of financially material ESG issues. They are fully transparent, providing access to the data, data modeling and methodologies used, and based on data reported by companies rather than estimates or analyst opinion. In 2022, we expanded our ESG scores’ reach to cover about 5,500 companies across all sectors.

Our proprietary ESG scores include Bloomberg Environmental & Social (ES) Scores, which track corporate environmental and social performance on dozens of financially material and industry-relevant issues for companies; [Governance Scores](#) that score the relative performance of companies across industries on governance issues that may impact company performance; and daily Environmental & Social News Sentiment Scores, which provide frequent insights derived from news coverage. On the Terminal, we offer third-party ESG scores from leading ratings providers, including MSCI ESG Research, Sustainalytics, ISS, S&P/RobecoSAM and SynTao Green Finance, among others. Investors can also use tools on the Terminal to generate their own ESG scores, drawing on third-party ratings, Bloomberg scores and ESG data.

Insights

Bloomberg Intelligence research analysts provide both bottom-up and top-down ESG analysis across all asset classes.

BloombergNEF (BNEF), our strategic research provider, covers global commodity markets and the disruptive technologies driving the transition to a low-carbon economy. Its sustainability research practice provides insights into how leading corporations are setting targets and making strategic technology and investment choices. Among other reports, BNEF publishes the *Corporate Energy Market Outlook*, a semi-annual assessment of trends and developments in corporate clean energy procurement.

Bloomberg ESG Scores

Our proprietary ESG scores include Bloomberg Environmental & Social (ES) Scores and Governance Scores.

Data-driven	Materiality-based	Fully transparent
Scores are based on data reported by companies – not subjective opinions and analyst rankings.	ES Scores focus on industry-specific issues that drive financial impact. Governance scores incorporate country-specific policies and practices.	Users can access the scoring methodology and the company-reported data underlying each score, making them useful for a wide range of analysis.

ES Scores industry coverage 5,500 companies in all industries		
Oil & Gas	Materials: Chemicals	Materials: Metals & Mining
Materials: Steel	Materials: Construction Materials	Materials: Coal
Consumer Staples	Industrial Products	Industrial Services
Real Estate	Renewables	Utilities
Technology	Consumer Discretionary	Communications
Healthcare	Financials	

Launched in 2022

Financial products

Company ESG performance (continued)

Indices

As the investment community’s needs evolve and more clients look to incorporate measures of sustainability into their portfolios – and track the performance therein – Bloomberg leads the way in offering sustainable index resources and customization capabilities. Bloomberg’s sustainable index offerings are built on our comprehensive, cross-asset indices, and Bloomberg’s index team and ESG and climate research teams across the firm collaborate to produce and maintain strategic, and often groundbreaking, benchmarks.

In 2022, Bloomberg grew its sustainable index offering with the launch of several indices within the Bloomberg Climate Index family, including Bloomberg Paris-Aligned Indices built using Bloomberg emissions data, which deliver investors the tools and insight they need to align their investment strategy with the Paris Climate Agreement’s decarbonization targets. We also introduced green bond indices, including the Bloomberg Global Aggregate Green, Social, Sustainability Bond Indices, which utilize the flagship Bloomberg Global Aggregate Index, the Bloomberg Sustainable Finance Group’s green, social and sustainability bond indicators, and fields that show alignment with the International Capital Market Association Green Bond, Social Bond and Sustainability Bond Principles and Guidelines. In addition, Bloomberg is tracking the market of municipal bonds categorized as Green, Social and Sustainability with the same indicators as the Bloomberg U.S. Municipal Impact Index.

Bloomberg employs an open architecture approach to our benchmarks by partnering with leading ESG ratings, framework and data providers to create index alternatives that meet the diverse needs of investors. Recent launches include the partnership of Bloomberg and MSCI in 2022 to offer joint climate benchmarks that are designed to meet and exceed the minimum standards of the EU Paris-Aligned Benchmark label, combining Bloomberg’s extensive fixed income indices family with MSCI’s data, analytics and emissions model. Bloomberg also collaborates with investment managers to develop indices that meet sophisticated needs and, in 2022, created the Bloomberg Goldman Sachs Global Clean Energy Index, which is designed to give ESG investors access to a multi-sector set of highly exposed “clean-energy enablers” – companies that are progressing the transition to clean energy.

Climate-related regulation

A growing number of jurisdictions around the world are introducing new ESG reporting requirements for companies, banks and asset managers. Bloomberg provides data and tools to help firms comply with emerging regulations, including the EU Taxonomy and Sustainable Finance Disclosure Regulation (SFDR), the European Banking Authority’s Pillar 3 disclosures on ESG risks and the European Securities and Markets Authority’s MiFID II Suitability Requirements. Additional Bloomberg tools help firms align reporting with sustainability standards like the TCFD framework.

Bloomberg experts are actively involved in advisory groups working with policy-makers around the world to ensure that regulations are implemented efficiently and achieve their objectives.

Bloomberg offers analytics to simplify ESG disclosure and compliance with regulatory requirements, including a data solution that automates the assessment of EU Taxonomy eligibility and alignment as well as company and product alignment with the SFDR.

As EU regulators refined the regulatory regime in 2022, we evolved our solutions, ensuring that our EU Taxonomy solution incorporates estimated data models that are fit for purpose and fully compliant with new guidance provided by the supervisory authorities. We also expanded our coverage of sustainability data to cover 100 percent of the mandatory Principal Adverse Impact (PAI) indicators that the SFDR requires firms to disclose.



Analyze a company’s estimated eligibility via the EU Taxonomy tab on ESG <GO>.

Financial products

Sustainable fixed income

Bloomberg’s sustainable fixed income data, indices, research and analytics help investors identify bonds and loans that are expected to create environmental benefits, social benefits or a mixture of both. In 2022, around \$1.5 trillion in sustainable debt instruments were issued, slightly lower than the \$1.8 trillion issued in 2021, bringing the total market to over \$5 trillion. As scrutiny of this unregulated market increases and rising interest rates dampen activity, Bloomberg continues to enhance market data and insights to drive transparency and enable innovation.

Data

Bloomberg labels multiple types of sustainable debt on the Terminal, including green bonds, social bonds, sustainability bonds, transition bonds, sustainability-linked bonds, green loans and sustainability-linked loans. These labels, available for corporate bonds and loans, municipal bonds, government bonds and asset-backed securities, help investors identify securities with environmental and social activities or projects.

In 2022, Bloomberg expanded the information available to clients to include a new metric showing alignment with the core principles developed by the International Capital Markets Association and Loan Market Association.

Bloomberg also helps investors spot trends and see which firms are leading the market by providing issuance rankings through the Terminal’s League Tables (LEAG <GO>) function. The Global Green Bond Principles Table tracks issuance of bonds that align with the four Green Bond Principles, and the Global Green Loan Principles Table tracks issuance of loans that comply with the four Green Loan Principles. The Sustainable Debt dataset is available on the Bloomberg Terminal or as an enterprise data feed via Bloomberg Data License.

Indices

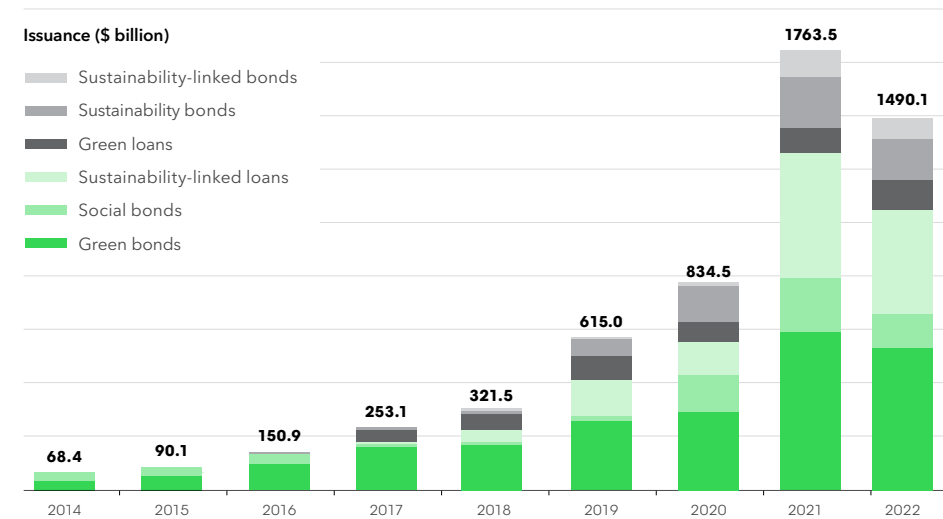
In 2022, Bloomberg launched the Bloomberg Global Aggregate Green, Social, Sustainability Bond Indices, offering investors an objective and robust measure of global green bond issuance. Bloomberg also provides the Bloomberg U.S. Municipal Impact Index, which is designed to track the market of municipal bonds categorized as Green, Social or Sustainability. The index currently tracks more than 2,800 securities and is the first such standardized measure of the U.S. municipal tax-exempt investment grade impact bond market.

Analytics

On the Terminal, fixed income analytical tools enable users to analyze new issue premiums of green debt relative to conventional debt offerings, discover ESG-related new issues in the market and assess the liquidity of the sustainable debt market, among other activities.

Sustainable debt dips as scrutiny increases

Global sustainable debt issuance hit \$1.5 trillion in 2022 – its first ever year-on-year drop. The 15.5% decline was due to poor macroeconomic conditions. Meanwhile, regulators globally built frameworks to define what constitutes a sustainable investment, bolster disclosure and integrate climate into corporate and financial strategies, suggesting that the turbulence in 2022 may be an aberration rather than the new normal.



Source: BloombergNEF

Financial products

Climate risk

Bloomberg’s growing collection of climate-related data, analytics, scores, indices and research helps corporate strategy, finance and policy professionals understand physical risks and navigate the transition to a low-carbon economy. In 2022, as emerging regulations and investor pressure pushed firms to better identify, assess and manage climate risks, we expanded our climate-related datasets and solutions.

Data

Bloomberg provides company-reported data on actual and targeted greenhouse gas emissions as well as greenhouse gas estimates to help financial professionals assess carbon footprint in investment and loan portfolios. Our Greenhouse Gas Estimates dataset is designed to make up for the lack of self-reported carbon emissions data from public companies and private debt issuers. We significantly expanded this dataset in 2022; it now includes Scope 1, 2 and 3 emission estimates for more than 100,000 companies globally.

We also provide fundamental and market-pricing data for commodities – key inputs for evaluating regulatory and business risks represented by carbon and other emissions. This includes nodal/hub-level power and fuel prices, which can shed light on marginal emissions factors across the U.S. grid. More directly, a wealth of fundamental data monitors the evolution of the U.S. power mix, including plant-level, hour-by-hour generation, fuel burn, sulfur dioxide, nitrogen oxide and carbon dioxide emissions. Our commodities data consolidates information from the U.S. Environmental Protection Agency’s Continuous Emission Monitoring System, the U.S. Nuclear Regulatory Commission, the U.S. Energy Information Agency, the Federal Energy Regulatory Commission, Ventyx and individual U.S. independent system operators.

In 2022, we launched Implied Temperature Rise Metrics based on a methodology developed by the Science Based Targets initiative (SBTi). These metrics provide investors with comparable measures for assessing how companies and investment and loan portfolios align with climate goals such as the Paris Agreement’s objective to limit global warming to 1.5°C. Investors can use the Implied Temperature Rise Metrics to engage with companies on setting actionable emissions reduction targets. The metrics currently cover over 3,000 listed and private companies, with full transparency into the underlying data, model and methodology.

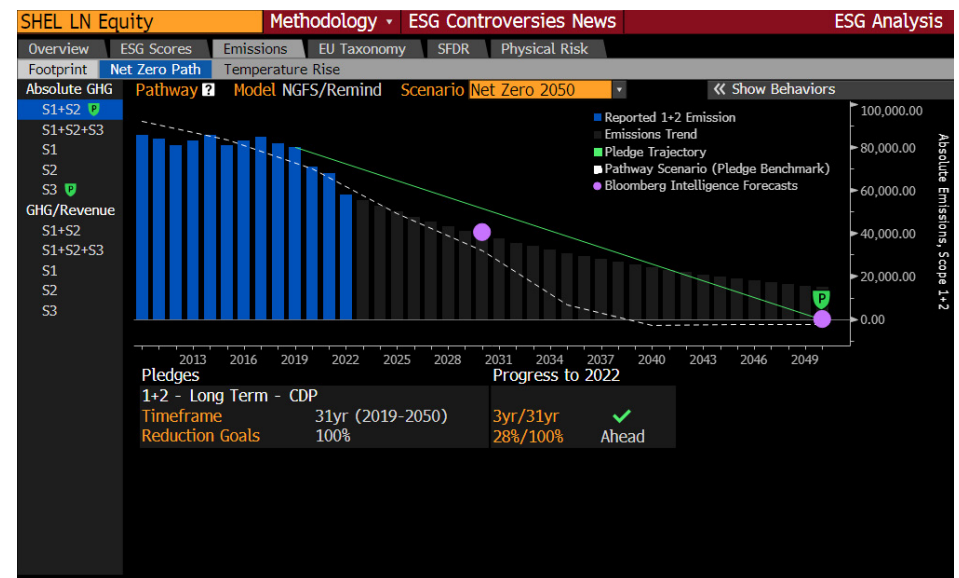
For market participants assessing physical risk, our Environmental Exposures dataset delivers daily weather and extreme event data based on company asset locations for more than 10,000 public manufacturing and retail companies globally. The dataset, available on the Terminal or via Bloomberg Data License, shows users which companies have the most – and least – exposure to environmental events like extreme temperatures, floods, earthquakes, seasonal weather trends and more.

Analytics

In 2022, we offered new tools for analyzing climate risk. On the Terminal, we launched the Net Zero Pathway screen (ESG NETZ <GO>), which enables users to compare a company’s emissions reduction plans with model climate scenarios issued by the Network of Central Banks and Supervisors for Greening the Financial System, keep tabs on the company’s emissions reductions pledges and see if the company is hitting its net-zero targets. We also released a new Government Climate Scores function (GOVS <GO>) that allows users to gauge a government’s preparedness to meet global climate goals set out in the Paris Agreement.

Bloomberg Intelligence offers additional data tools to help investors and policymakers evaluate how companies are positioned to handle the carbon transition. And Bloomberg’s customizable and interactive maps help companies and investors visualize physical risk. Company Map (CMAP <GO>) allows users to view company assets, including retail locations, supply chain facilities and energy and commodity assets, during extreme weather.

To accelerate the development of climate risk analytics that provide a deeper view into climate-related impacts on the financial system, Bloomberg established a strategic partnership with leading climate financial risk data analytics provider riskthinking.AI in 2022. We’re currently working together to use advanced technologies and risk modeling techniques to develop climate risk scores for companies and countries. The first scores will be released in 2023.



Review a company’s carbon emissions reduction plans on ESG NETZ <GO>.

Financial products

Climate risk (continued)**Indices**

In 2022, Bloomberg grew its sustainable index offering with the launch of several indices within the Bloomberg Climate Index family, including Bloomberg Paris-Aligned Indices built using Bloomberg emissions data, which deliver investors the tools and insight they need to measure and align their investment strategy with the Paris Climate Agreement's decarbonization targets.

The Bloomberg Goldman Sachs Global Clean Energy Index, launched in 2021, helps investors allocate capital to align with their long-term climate goals. Developed with the energy expertise at both BloombergNEF and Goldman Sachs Asset Management, the index is a modified free float-adjusted market capitalization weighted index that tracks the performance of over 175 global equities with significant business exposure to the clean energy sector.

Insights

In 2022, BI provided analysis into carbon-transition trends, including identifying companies that are climate leaders and laggards.

BloombergNEF published more than 2,500 research publications on the global low-carbon transition and commodity markets. The 2022 edition of the [New Energy Outlook](#) featured new Paris-compliant pathways to global net-zero by 2050, with country-level granularity for key geographies for the first time. The [Electric Vehicle Outlook](#) provided updated net-zero pathways and new insights on the critical materials value chain and battery technology. BloombergNEF also released updated editions of its other annual reports and rankings, including [Energy Transition Investment Trends](#), which tracks global investment in the low carbon energy transition, and [Climatescope](#), which provides data on how the transition is proceeding in 107 emerging markets and 29 developed nations.



BloombergNEF reports.

Scores

Bloomberg offers several types of proprietary scores to help investors and policymakers better assess risk in a world transitioning to a low-carbon economy.

BloombergNEF's industry-specific transition scores, available for 192 companies in the oil & gas, utilities and metals & mining sectors, quantify transition risk and assess business model preparedness for a net-zero world.

Bloomberg's Climate Transition Scores provide a rare forward-looking indicator of the energy-transition preparedness of companies relative to their peers. Using a mix of disclosed and proprietary BloombergNEF and Bloomberg Intelligence data, we determine each company's score by its carbon emissions performance and business model now and in a forecasted future, answering critical questions about how the company is positioned to succeed in a low-carbon economy. The scores are industry-specific and transparent, allowing users to glean additional insights from the underlying data.

Bloomberg Government Climate Risk Scores measure the progress that countries and regions are making in meeting the global Paris Agreement goals relative to other countries. Incorporating proprietary sub-scores of carbon emissions performance, power sector decarbonization and climate policy, Bloomberg Government Climate Risk Scores offer a transparent, comparable and quantitative measure for 134 countries that can be used in investment decisions, risk analysis and more.

Financial products

Industry guidance

The rise of environmental issues creates unique and profound implications for a wide range of industries. Bloomberg Industry Group’s subscription-based news and analysis services for legal, government and tax professionals provide key insights into cross-cutting sustainability issues and practical guidance for company leaders.

Legal insights

Bloomberg Law delivers news and legal analysis on ESG trends impacting companies, ESG-related reporting and disclosure, shareholder engagement, compliance with rules governing ERISA plan fiduciaries and other emerging risks to help attorneys provide timely and optimal advice to clients. Bloomberg Law’s Environment, Social & Governance News channel provides thorough, consistent coverage of ESG national and international news developments for legal professionals. In 2022, Bloomberg Law published Practical Guidance Toolkits for the health industry and the financial services sector, the latest in its series of toolkits that provide in-house counsel with sector-specific [guidance around ESG issues](#).

Government insights

Bloomberg Government helps subscribers track the positions of corporations and nongovernmental organizations trying to influence environmental and energy policy. Its Lobbying Tool provides visibility into which firms are lobbying on oil, natural gas, environmental regulation and agricultural policy – as well as which congressional offices registered lobbyists used to work for. The service also provides detailed data on federal procurements used by companies to help them win new opportunities with the federal government.

Tax insights

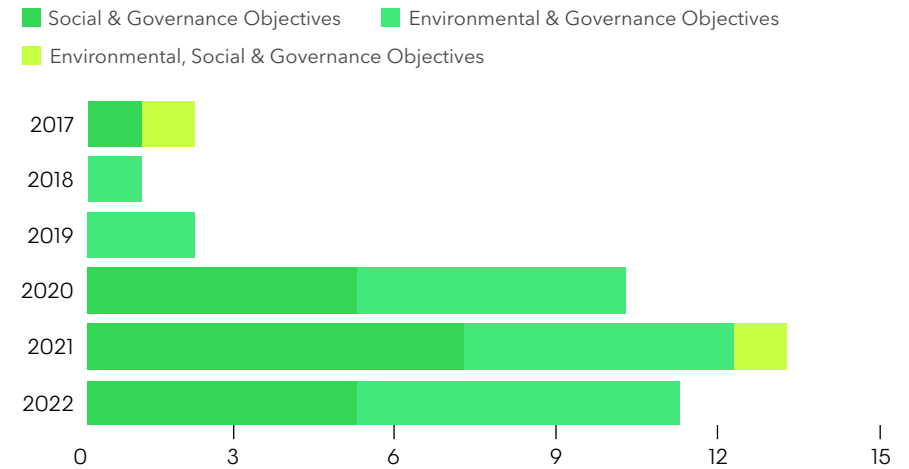
Bloomberg Tax produces the Credit and Incentives Navigator, a database of state tax credits and incentives that includes non-tax incentives that encourage the development and use of renewable energy and promote conservation. Bloomberg Tax also provides news and analysis of green energy initiatives, sustainability accounting, environmental remediation, energy production and carbon taxes. In 2022, the service launched an ESG hub that provides subscribers with up-to-date information on the evolving world of ESG compliance.

Investor trends

In 2022, Bloomberg Law research found that investors are increasingly interested in how companies address issues that cut across environmental, social and governance objectives.

Investor Activists Look to Integrate More Aspects of ESG

Investor activism campaigns including objectives from at least two ESG pillars



Source: Bloomberg Law

Reporting on the business and science of climate change.

Bloomberg's News and Media divisions provide extensive content on climate and ESG issues.

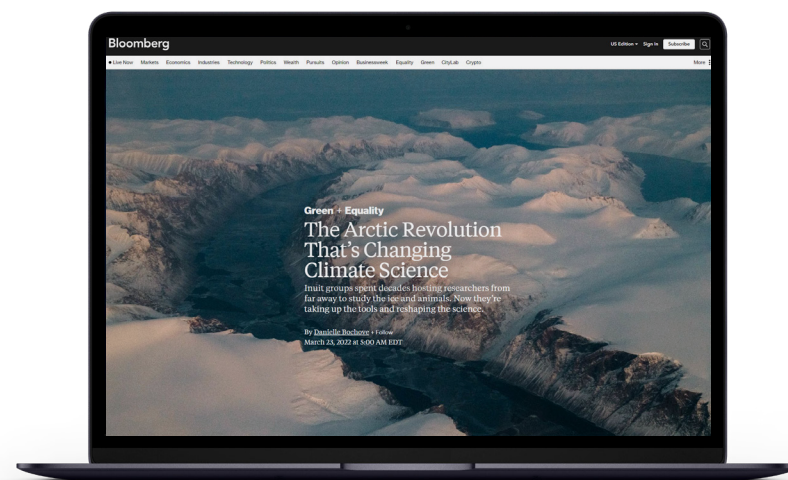
Bloomberg Editorial and Research's 2,700 journalists and analysts in 120 countries deliver over 5,000 stories a day to Bloomberg Terminal subscribers. The Terminal features regular coverage of sustainable finance and corporate governance, with a particular focus on trends in green finance, renewable energy and emissions accountability. ESG is one of the biggest stories that Bloomberg Editorial & Research covers as investors put pressure on executives to tackle issues ranging from climate change and workplace culture to race and gender and investment pours into the energy transition.

Bloomberg News also feeds our digital news site [Bloomberg.com](https://www.bloomberg.com), Bloomberg TV, the various publications produced by Bloomberg Media, the social brand Quicktake and our streaming video network Bloomberg Originals. Bloomberg Media, our consumer-facing media division, is a leading, global, multiplatform brand that provides decision makers with timely news, analysis and intelligence on business, finance, technology, climate change, politics and more. It reaches influential audiences worldwide across every media platform, including digital, social, TV, radio, print and live events.

ESG coverage

Our ESG coverage appears on the Terminal, at events and across our digital offerings. The ESG team aims to help our readers understand ESG risk with the best reporting and data in the business. In 2022, our readership across ESG stories increased 93 percent. Bloomberg News deepened its collaboration with Bloomberg Intelligence and BloombergNEF and expanded the array of ESG news products we offer clients.

To help investors stay on top of market-moving news, we provide a number of ESG- and climate-related newsfeeds and alerts on the Terminal, including a Top News page (TOP ESG <GO>); ESG Daily Highlights (NI ESGDAILY <GO>), a compilation of the latest ESG-related company, government, sustainable finance and investment news; Green Bonds Weekly Wrap (NI ESGBONDWRP <GO>); and three ESG newsletters (NI GREENDAILY <GO>, NI ESGREGNL <GO> and NI ESGINVNL <GO>). Terminal users can curate their own ESG newsfeeds for the specific companies or industries they track.



Bloomberg Green

Bloomberg Green is a multiplatform news brand that aims to be the definitive resource for reporting on climate change and all its implications. Offering news, analysis and solutions, Bloomberg Green's award-winning content appears on the Bloomberg Green website, a daily email newsletter, a podcast, the *Bloomberg Green* magazine and the Terminal, with integration across all Bloomberg Media channels.

In 2022, Bloomberg Green continued to expand the scope of its journalism with a major push into reporting on consumer climate solutions and greener living; the debut of "Zero," a weekly podcast that explores the policies, tactics and clean technologies taking us to a future of zero emissions; the Bloomberg Green Docs documentary competition for short films addressing the urgency of climate change; and the announcement of the new original video series *Getting Warmer with Kal Penn*, hosted by actor and former White House aide Kal Penn, which launched in February 2023.

Notable projects from 2022 included investigations into Big Plastic and the [global recycling problem](#); exclusive reporting on how large companies have used market-based accounting to [overstate their progress on reaching climate-related goals](#); a look at the range of possibilities under consideration for Europe in its efforts to [shift away from Russian fossil fuel](#); an investigation revealing that dozens of global brands rely on purchases of some of the cheapest, lowest-quality [carbon offsets](#) to claim being carbon neutral; and an exclusive [interview with Bill Gates](#) in which he discussed his years-long effort to quietly lobby senators to save President Biden's climate bill.

News & media

Bloomberg Media platforms

Bloomberg Businessweek delivers the most comprehensive global business and finance content of any magazine brand. In 2022, the magazine featured stories about the U.K.'s massive tree-planting campaign not moving fast enough; one of the poorest countries in the world hoping to become a new kind of petrostate, even as its sea levels rise; Brazil's presidential election deciding the fate of the Amazon rainforest; fast fashion's recycling myth burying the developing world in waste; Exxon's toxic culture jeopardizing the company's future; a Mexican train project through the Maya Riviera barreling through environmental concerns; and a push for smaller nuclear reactors running into regulators' old rules.

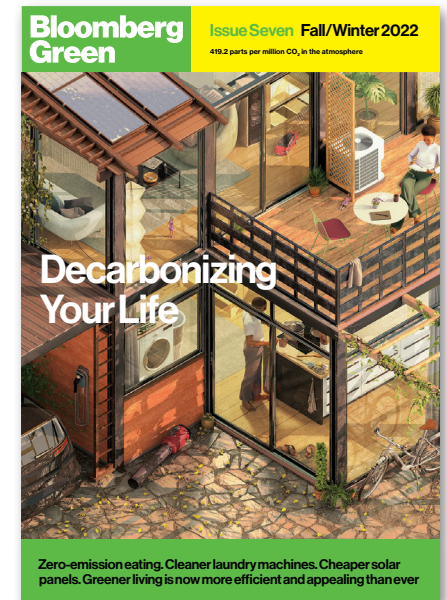
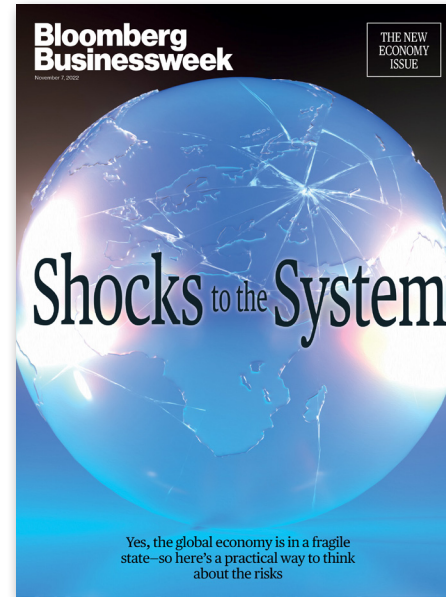
Bloomberg Markets, our bimonthly magazine for a financial audience, featured stories on why investors should tread cautiously with ESG labels; an investigation of more than 100 sustainability-linked bonds that found that the majority are tied to climate targets that are weak, irrelevant or even already achieved; and an analysis of ESG factors for issuers of sustainability-linked loans.

Bloomberg's streaming original video programming, available on connected TV devices, Bloomberg TV Primetime and Bloomberg.com, ranges from cinematic documentary-style deep-dives to short-form Quickdocs. In 2022, notable stories explored how scientists and entrepreneurs are racing to save coffee from human-induced disaster; the environmental wreckage left by coal mining; the benefits of vertical

indoor farming; and the importance of revitalizing coral reef ecosystems as our oceans continue to warm and acidify.

Bloomberg Television is available in more than 400 million homes worldwide in over 70 countries and also streams live on Bloomberg TV+. Bloomberg TV covers global sustainability and clean energy through a unique lens, providing insight into and analysis of emerging technologies, policies and trends. *Leaders with Lacqua Goes Green* is a monthly series featuring interviews with climate leaders working toward global change. Bloomberg TV also features sustainability in its wider programming throughout the year, with internal and external experts providing insights and analysis of ESG investing. We focus on the biggest stories and trends in the commodities market, including sustainability, and draw on proprietary BNEF research.

Bloomberg Radio can be heard on its five flagship stations in Boston, New York City, San Francisco, Washington, D.C., and London. Bloomberg shows and short-form reports are also heard on more than 600 radio stations across the U.S. On Bloomberg Radio, the Bloomberg Green Business Report explores the latest developments in green technology. The show profiles companies making breakthroughs in renewable energy, zero-emission transportation and more.



Bloomberg's magazines deliver in-depth reporting on critical environmental issues.

Advancing the conversation.

Our events connect forward-thinking business leaders with climate innovators and inspire action.



BloombergNEF Summits

BloombergNEF Summits provide a forum to generate ideas, deliver insights and establish the connections needed to capitalize on technological change and shape a cleaner, more competitive future. In 2022, BloombergNEF hosted six BNEF Summits, supported by its market-leading research, in Bali, Munich, New Delhi, New York, San Francisco and Shanghai. The Bali Summit, which drew 600 attendees, was a special net-zero-themed summit held ahead of the B20 and G20 meetings in Bali in November. During the event, we launched the [Carbon Knowledge Hub](#) at the Carbon Centre of Excellence, a collaboration between BloombergNEF and the Indonesia Chamber of Commerce and Industry on behalf of the B20 Indonesia.



Sustainable Business Summits

Bloomberg's Sustainable Business Summits bring together business leaders and investors globally to drive innovation and scale best practices in sustainable business and finance. We hosted three summits in 2022, covering trends in sustainable finance, approaches to reporting and regulatory challenges and the role of technology in accelerating sustainability. The London summit focused on scalable solutions to help organizations meet ambitious ESG goals, including green financing and measuring and reporting progress. The Singapore summit explored the region's unique challenges and opportunities in creating a sustainable future. Leaders at our flagship summit in New York City in December shared innovative strategies for managing climate risk and achieving ESG goals while driving business value.



Bloomberg New Economy Forum

Each year, Bloomberg Media's annual New Economy Forum gathers the world's most influential public- and private-sector leaders to address the urgent problems of a global economy in transition. Mike Bloomberg hosted the fifth annual Bloomberg New Economy Forum in November, welcoming more than 500 heads of state, CEOs, entrepreneurs and academics to Singapore. On the heels of COP27, leaders digested lessons from Sharm El-Sheik and explored the road to decarbonization, including solutions to the enormous technical obstacles and costs of achieving net-zero emissions by 2050. Earlier in the year, Bloomberg New Economy launched New Economy Gateway, a new series of regional convenings; the first event, New Economy Gateway Latin America, took place in Panama.



Bloomberg Green events

The Bloomberg Green Summit, held in April in New York City, featured conversations with climate leaders on climate technology, investing in climate action, living a greener life and more. Bloomberg Green also hosted the first-ever Bloomberg Green Docs Festival in Los Angeles in October, screening the five finalist documentaries in the Bloomberg Green Docs competition for short films about climate. *On a Wing and a Prayer*, about a photographer documenting Louisiana's disappearing wetlands, received the \$25,000 grand prize. In November, Bloomberg Green at COP27 convened executives and thought leaders in Sharm El-Sheik, Egypt, and broadcasted conversations to a global audience.

Public policy

Strengthening market-driven action on climate.

We're leading efforts to clear the way to a low-carbon economy.

Avoiding catastrophic climate change will require a whole economy transition, with companies adjusting their business models and reducing carbon emissions while investors direct vast amounts of new capital to sustainable infrastructure, climate technologies and clean energy. As companies and countries begin to navigate the transition to a low-carbon economy, Bloomberg is working with partners to help clear the way.

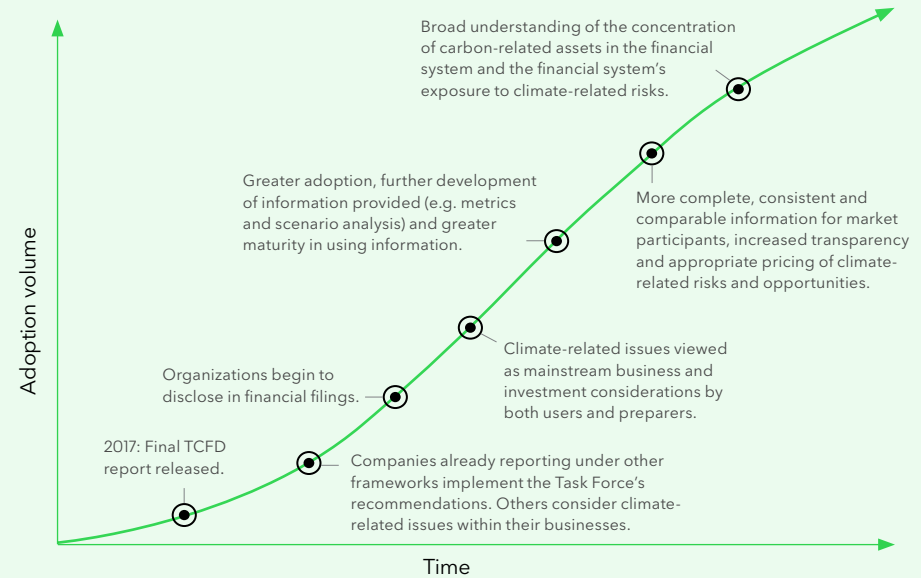
Businesses need information to evaluate opportunities and channel funds to sustainable and resilient investments, and Bloomberg has focused on increasing and improving climate-related financial data for years. In 2015, we helped launch the [Sustainability Accounting Standards Board \(SASB\)](#), which works with investors and businesses to set standards for measuring, managing and reporting on sustainability factors that drive value and affect financial performance. In 2022, SASB became part of the IFRS Foundation, which is developing global climate-related disclosure standards through its International Sustainability Standards Board (ISSB).

Strengthening financial reporting

Mike Bloomberg chairs the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), which published recommendations in 2017 designed to help companies more effectively disclose climate-related financial risks and opportunities and support informed capital allocation. Since 2017, the percentage of companies disclosing information aligned with the TCFD framework has steadily increased, and the framework is now serving as a foundation for climate reporting standards being developed by countries and standards-setting organizations around the world. New TCFD-aligned standards proposed in 2022 include the ISSB's international climate-related disclosure standards and the European Financial Reporting Advisory Group's European Sustainability Reporting Standards. The U.S. Securities and Exchange Commission also proposed rules for enhancing and standardizing climate-related disclosures referencing the TCFD framework.

Reorienting the market

As more companies implement the TCFD framework and an increasing number of jurisdictions establish TCFD-aligned regulations, the market is gaining a greater understanding of the financial impacts of climate change.




Jurisdictions with TCFD-based disclosure requirements

Final disclosure requirements

- | | |
|---|--|
|  Brazil: Securities and Exchange Commission, Central Bank of Brazil |  Singapore: Singapore Exchange |
|  Egypt ^{NEW}: Egyptian Financial Regulatory Authority |  Switzerland: Financial Market Supervisory Authority |
|  New Zealand: New Zealand Government |  United Kingdom: Parliament, Financial Conduct Authority |

Proposed disclosure requirements

- | | |
|---|--|
|  Canada ^{NEW}: Canadian Securities Administrators |  European Union: European Commission, Parliament and Council |
|  Colombia ^{NEW}: Superintendencia Financiera de Colombia |  Switzerland: Federal Council |
|  United States: Securities and Exchange Commission | |

Public policy

Enhancing transparency

Climate transition-related data, including company greenhouse gas emissions and targets, are not reported consistently and can be difficult to access. Due to a lack of accessible data, companies can face challenges with understanding their overall carbon footprint and benchmarking against peers. Regulators, investors and other stakeholders can struggle to source the comparable, high-quality climate-related data necessary to accelerate the transition to a net-zero economy.

To address this challenge, Mike Bloomberg and French President Emmanuel Macron launched the Climate Data Steering Committee, which brings together international organizations, regulators, global standard setters and policymakers, informed by data service providers and civil society. In November 2022, the Committee released recommendations for its vision of a publicly accessible platform, called the [Net-Zero Data Public Utility](#), that will make key, high-quality, verifiable climate transition-related data available to all. A pilot version of the NZDPU is due to be launched in 2023. The NZDPU is designed to ultimately be part of the UNFCCC Global Climate Action Portal.

Turning ambition into action

Financial institutions have an important role to play in financing the decarbonization of the global economy. Mike Bloomberg co-chairs the [Glasgow Financial Alliance for Net Zero \(GFANZ\)](#), the world’s largest coalition of financial institutions working to support the transition to net-zero greenhouse gas emissions by 2050.

In 2022, GFANZ released [frameworks and tools](#) to help financial firms develop and implement credible, high-ambition strategies for achieving net zero. These resources included voluntary guidance on developing credible and transparent net-zero transition plans, using sectoral pathways, measuring portfolio alignment and managing the phaseout of high-emitting assets. GFANZ also issued an updated [Call to Action](#) to G20 governments to close the gap between their climate commitments and policies through their own transition planning and reform of the international financial architecture.

To support the development of net zero-aligned finance across the world and ensure that a broad array of perspectives and expertise is reflected in its work, GFANZ launched regional networks in Africa and the Asia Pacific region in 2022 and made plans to launch a Latin America network in 2023. GFANZ also created private finance working groups that have committed to work towards the mobilization of billions of dollars in support of the Indonesia and Vietnam Just Energy Transition Partnerships, which aim to deliver on each country’s net-zero 2050 goal and shift away from fossil fuels to clean energy, and Egypt’s Nexus of Water, Food and Energy platform.

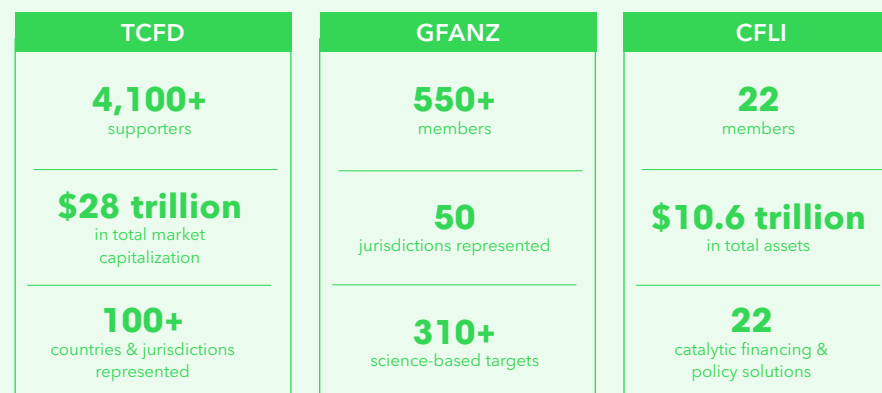
Unlocking climate finance

The [Climate Finance Leadership Initiative \(CFLI\)](#), chaired by Mike Bloomberg, tackles the challenge of unlocking climate finance at scale in emerging markets. The CFLI convenes leading private-sector institutions across the financial value chain, working alongside corporates, policymakers and multilateral institutions to identify barriers to investment and support financing and policy solutions that accelerate the deployment of private capital for critical low-carbon, climate-resilient projects.

[CFLI India](#) was launched in 2021 in partnership with the Government of India and the U.K. Government. Over the course of 2022, CFLI India ran an origination process to develop nine catalytic financing and policy concepts across four areas of focus: scaling electric mobility and charging infrastructure, investing in the circular economy, enabling infrastructure for renewables and decarbonizing hard-to-abate industries. CFLI India has developed a strong ecosystem of stakeholders in the country to support this work and ultimately demonstrate the real impact of the initiative.

In 2022, the CFLI launched [CFLI Colombia](#), its second Country Pilot initiative designed to mobilize climate solutions tailored to the local market. CFLI Colombia, officially endorsed by the Colombian government, engages with the Colombian public sector, national development banks, multilateral development banks and the private sector to drive investment opportunities and policy solutions in four priority areas: low-carbon transportation, renewable alternatives, nature resilience and adaptation, and sustainable infrastructure.

By the numbers



Philanthropy

Protecting the planet.

We're taking action from the ground up.

Our company invests in protecting the environment and provides opportunities for our employees, clients and communities to drive measurable, local action on climate change.

Tracking progress

Bloomberg is part of the Count Us In Employee Challenge, an initiative that encourages employees at leading businesses to take practical action in their everyday lives to reduce carbon emissions. The project provides guidance on effective steps individuals can take, like repairing items or eating more sustainably, and quantifies the carbon savings of employees' actions. In 2022, 676 employees in 31 cities made commitments and tracked activities that counted towards a reduction of their carbon, water or waste through Count Us In. Collectively, these employees saved 56,087 kilograms of carbon, 4.3 million liters of water and 229,431 pounds of waste, on top of the actions taken through our Best of Bloomberg volunteer program.

Supporting innovation

Bloomberg L.P. and Bloomberg Philanthropies are part of The Earthshot Prize Global Alliance, a network of organizations supporting The Earthshot Prize, an initiative established by Prince William of the United Kingdom and The Royal Foundation that aims to find and reward extraordinary solutions to environmental challenges throughout this decade. By harnessing Mike Bloomberg's role as Global Advisor to The Earthshot Prize Winners, as well as Bloomberg employees' skills and talent and the global resources of the company, Bloomberg is helping to scale these ambitious climate solutions for a better planet.

In September, Bloomberg Philanthropies co-hosted The Earthshot Prize Innovation Summit in New York City, bringing together heads of state, government leaders, philanthropists, business executives and grassroots climate activists from around the world to showcase and scale the groundbreaking solutions needed to tackle the world's most pressing environmental challenge. At the Summit, Bloomberg Philanthropies announced more than \$20 million in funding to help replicate and turbocharge the work of the inaugural Earthshot Prize Winners and Finalists.

Greening urban landscapes

Bloomberg supports nonprofit organizations working to protect the natural world in our cities, including Kew Gardens in London, Gardens by the Bay in Singapore and Governors Island in New York City. Employees regularly partner with these organizations to preserve natural environments through activities including park and woodland restoration and canal and river clean-ups.

In 2022, Bloomberg supported the Queen's Green Canopy, a U.K.-wide initiative to plant more than 1 million trees to mark Queen Elizabeth II's Platinum Jubilee, as well as the planting of a Tiny Forest, a tennis-court-sized forest with fast-growing native trees, in London. The Tiny Forest provides the surrounding communities with a pocket of accessible green space and an outdoor classroom. In Singapore, through our partnership with Nature Society Singapore, we supported the National Parks Board's OneMillion Trees project, which aims to plant 1 million trees in the country over the next 10 years. Employees joined in these efforts with 10,190 trees planted in our local communities through several partner organizations and points earned through fitness activities with the Bloomberg Square Mile Relay Club used to fund tree planting initiatives around the world.

Engaging the next generation

In 2022, Bloomberg focused on fostering the next generation of climate leaders through educational programming and creative initiatives. We built on our partnership with the Global Alliance of Universities on Climate (GAUC) to advance climate change solutions by connecting young people with change-makers in business, non-profit and government sectors, while BNEF employees ran energy transition workshops for CUNY Climate Scholars. We also partnered on a number of projects to engage local community and youth groups in climate action. These included collaborating with the Mayor of London on Climate Kick-Start, a week of climate-related activities for young Londoners, where Bloomberg awarded five London schools £10,000 each to accelerate environmental projects ranging from recycled plastic manufacturing to growing a vertical garden, and working with South Africa-based nonprofit Children's Radio Foundation to train and mentor young people on climate reporting, radio debates and podcasting.

Philanthropy

Wetland action

Wetlands such as seagrasses, marshes and mangroves sequester carbon at a higher rate than forests. In 2022, we launched a global campaign to protect these vital ecosystems through a series of employee engagement activities. More than 160 employees in nine cities took part, volunteering 470 hours with wetland conservation organizations. Employees planted mangroves in Dubai, cleaned up rivers in Tokyo, São Paulo, Los Angeles, Miami and Baltimore, managed the river vegetation in London, planted native marsh grasses in New York and more.



London: Cleaning up the foreshore of the River Thames.



New York City: Planting beach grass at the Jamaica Bay Rockaway Parks Conservancy.



Johannesburg: Planting trees near the Jukskei River source.

Bloomberg Philanthropies

Bloomberg Philanthropies' Environment program tackles the most serious threats to our environment around the world.

Bloomberg Philanthropies is at the forefront of U.S. and global efforts to fight climate change and protect the environment across a key array of issues. Bringing together mayors and other government and business leaders, grassroots partners and environmental advocates and scientists, Bloomberg Philanthropies implements bold programs that tackle the climate crisis and help build a more sustainable, resilient and equitable economy. Our efforts are accelerating the transition from coal to clean energy, improving air quality and public health, advancing city climate action, protecting and preserving ocean ecosystems and helping to unlock billions of dollars in sustainable finance.

Accelerating the global transition to clean energy

Bloomberg Philanthropies is working to move the world off coal, the single largest contributor to climate change and a major source of deadly pollutants. Since 2011, Bloomberg Philanthropies' backing of the Sierra Club's Beyond Coal campaign has helped retire 70 percent of U.S. coal plants. The Beyond Carbon initiative, launched by Bloomberg Philanthropies in 2019, is building on this progress to secure the end of coal in the U.S. by 2030, stop the construction of new gas plants and enact state and local climate policy.

In September, Bloomberg Philanthropies launched the [Beyond Petrochemicals](#) campaign. Drawing on the success of Beyond Coal and Beyond Carbon, Beyond Petrochemicals is focused on blocking the expansion of more than 120 proposed petrochemical projects concentrated in three target geographies – Louisiana, Texas, and the Ohio River Valley – and will also work to establish stricter rules for existing plants to safeguard the health of American communities.

In 2022, Bloomberg Philanthropies expanded its efforts to move the world beyond coal and increase access to clean, affordable energy to 25 developing countries. Globally, Bloomberg Philanthropies now supports work to turbocharge the clean energy transition in 32 countries, plus the European Union.

Supporting local climate action

Bloomberg Philanthropies supports mayors and local partners to ensure that cities have the resources they need to raise their climate ambitions, share learnings and make progress in the transition to a sustainable, healthy future.

This work includes partnering with global city networks C40 Cities Climate Leadership Group and the Global Covenant of Mayors for Climate and Energy and helping to lead America is All In, the most expansive coalition of cities, states and organizations ever assembled in support of U.S. climate action. At COP27 in November, America Is All In released [An All-In Pathway to 2030: The Beyond 50 Scenario](#), an economy-wide analysis depicting how an expanded all-of-society climate strategy – driven by critical bottom-up action from states, cities, businesses and more – can make it possible for the United States to achieve its 2030 climate target and 2050 net-zero goal.

In 2022, Bloomberg Philanthropies' Environment program and Government Innovation program collaborated with the Greenwood Initiative to further U.S. climate action via the [Local Infrastructure Hub](#). The Hub helps local leaders access federal funding opportunities available through the Bipartisan Infrastructure Law and Inflation Reduction Act and develop competitive funding applications.

Improving global air quality

Air pollution is a major threat to public health for millions of people worldwide and is often caused by the burning of fossil fuels. Bloomberg Philanthropies supports ambitious clean air efforts through partnerships with city and national governments, community groups and organizations across the globe. Using data and innovative new technologies, the program works to monitor pollution levels, identify the sources of air pollution, educate communities on the impact of air quality and develop science-backed solutions to clean the air. In June, Bloomberg launched a new partnership with the city of Warsaw to help improve air quality in Poland's capital by strengthening and leveraging air quality data and providing technical and research capacity to support the design of a future low-emission zone.

Together with the Mayor of London, Bloomberg Philanthropies is awarding air quality sensors to London community groups through the [Breathe London Community Programme](#). The initiative aims to empower communities across London living in areas impacted by poor air quality and limited green spaces to track their exposure to harmful pollution and raise awareness of the importance of clean air. Ten community groups received air quality sensors in 2021, and an additional 30 sensors were distributed in 2022. In July, Bloomberg Philanthropies, the Mayor of London, C40 Cities and the Clean Air Fund co-hosted a global convening of city officials, policymakers and experts to inspire political ambition to accelerate clean air action.

Protecting ocean ecosystems

The Bloomberg Ocean Initiative is protecting and preserving ocean ecosystems from the threats of climate change and overfishing, working with countries, communities, and organizations in some of the most biodiverse, climate-critical, and economically important places around the world. Since launching in 2014, the Bloomberg Ocean Initiative has helped make significant strides in ocean ecosystem restoration and protection, including supporting efforts to deliver over 100 new policies at the local and national level that have strengthened protection of 10.2 million square miles of ocean.

In September, Bloomberg Philanthropies announced a [new commitment of \\$204 million](#) for the Bloomberg Ocean Initiative to intensify efforts to deliver on the global goal of protecting 30 percent of the ocean by 2030 through science-based policy advocacy, community engagement on marine ecosystem protection, increased transparency at sea, stronger coral conservation, and addressing key threats like overfishing and pollution. The Initiative will continue its support for key partners, including Oceana, Rare, Global Fishing Watch and the Wildlife Conservation Society, and begin working with new partners, including Blue Ventures, Coral Vita, the Commonwealth Secretariat, the Global Fund for Coral Reefs, the Outlaw Ocean Project and National Geographic Pristine Seas. In addition to advocacy, Bloomberg Philanthropies will also spearhead efforts to dramatically increase private, public and philanthropic funding for ocean solutions and the communities that need them.

Visit [Bloomberg Philanthropies](#) to learn more.

Spotlight

Bloomberg at COP27.

At the UN Climate Change Conference in Sharm El-Sheikh, Egypt, our founder and company supported efforts to transform commitments into action.

Building momentum

45

days

92

climate actions

To build momentum for the UN's climate agenda ahead of COP27, Bloomberg L.P. and Bloomberg Philanthropies unveiled dozens of climate actions through investments, partnerships and capacity-building and educational efforts during our 45-day Countdown to COP27. Bloomberg Philanthropies kicked off the countdown with two major announcements: a \$204 million commitment to protecting marine ecosystems through the Bloomberg Ocean Initiative, aiding countries in their goal to protect 30 percent of the ocean by 2030; and an \$85 million pledge to stop the expansion of petrochemical plants in the U.S. through the Beyond Petrochemicals campaign.

See all of our Countdown to COP27 activities at bloomberg.org/countdowntoCOP27.

Covering the story

With reporters on the ground in Egypt, Bloomberg News & Editorial offered comprehensive daily news coverage, in-depth analysis and insightful interviews throughout COP27. Bloomberg Green lifted the paywall on its content for the duration of the event, produced two COP27 newsletters daily and recorded special episodes of the "Zero" podcast in Sharm El-Sheikh. Bloomberg Television aired a COP27 special and had a strong presence throughout the two weeks with daily summit briefings.

Taking action

Bloomberg announced a number of new initiatives, partnerships and investments during COP27.

Expansion of work to mobilize private capital

Mike Bloomberg announced that Bloomberg Philanthropies will work with national and local governments across Africa, Asia and Latin America to accelerate coal phaseout, develop viable pathways to net zero and speed deployment of clean energy. Bloomberg Philanthropies will also partner with the Glasgow Financial Alliance for Net Zero to help mobilize the flow of private capital to clean energy transition projects in emerging markets and developing countries.

Sustainable transport investment in India and Vietnam

The Bloomberg Philanthropies- and Goldman Sachs-backed Climate Innovation and Development Fund announced it had completed its first set of blended-finance investments focused on expanding networks of electric buses and supporting charging infrastructure in India and Vietnam.

Progress towards better climate transition data

The Climate Data Steering Committee, formed by President Emmanuel Macron and Mike Bloomberg, released next steps on its recommended plans for the Net-Zero Data Public Utility (NZDPU). This open-data public utility is expected to collect, aggregate and harmonize net-zero climate transition data by drawing on private sector climate commitments.

The Subnational Climate Action Leaders' Exchange

Continued collaboration between Bloomberg Philanthropies and the U.S. government at COP27 led to the launch of the Subnational Climate Action Leaders' Exchange (SCALE), a first-of-its-kind initiative to support cities, states and regions in the development and implementation of net-zero climate-resilient targets and roadmaps.

Spotlight

Advancing the discussion

Leading up to COP27 and during the conference, Bloomberg Philanthropies and partners hosted discussions on climate-related topics ranging from prioritizing affordability and inclusivity in the energy transition to how city leaders can access U.S. federal funding for climate and environmental justice projects. Bloomberg L.P. served as the Convening Partner at the Global Alliance of Universities on Climate's youth summit, providing 100 students with free access to Bloomberg's ESG certification training.

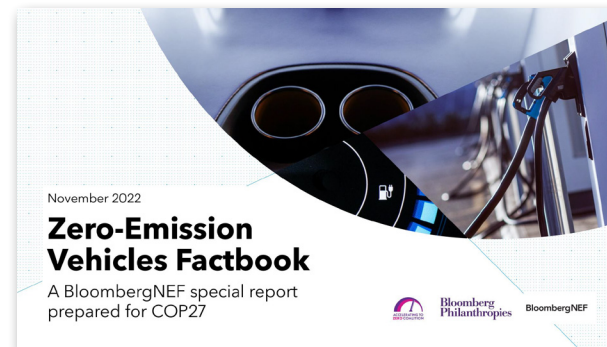
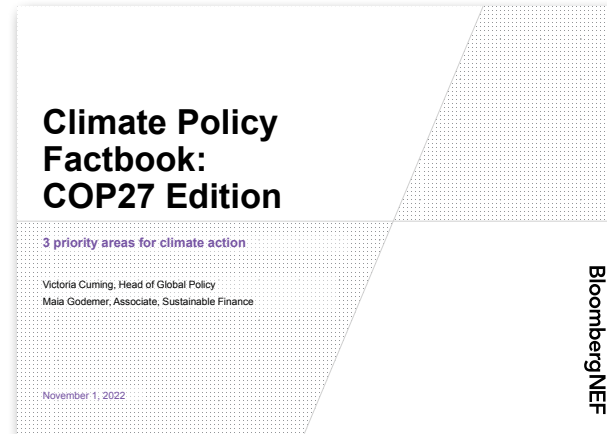
In Sharm El-Sheikh, Bloomberg Green convened the foremost leaders in business, finance, policy, academia and NGOs for candid conversations focused on creating solutions to support the goals set forth at COP27.



Special Presidential Envoy for Climate John Kerry discussed U.S. climate priorities with Bloomberg News Editor-in-Chief John Micklethwait at a Bloomberg Green event in Sharm El-Sheikh.

Delivering insight

Bloomberg L.P. served as an official partner to COP27, providing delegates with access to Bloomberg data and expert analysis to support informed decision-making. BloombergNEF, Bloomberg Intelligence and Bloomberg Philanthropies published exclusive research and expert analysis on key COP27 topics, including decarbonization scenarios, climate policy and ESG investing.



BloombergNEF published a series of energy transition Factbooks to support discussions at COP27.

We're investing in an increasingly diverse workforce.

To shape the future, we rely on creative, collaborative employees with diverse experiences and a global outlook. We inspire our employees by providing opportunities to make a difference and supporting their personal growth.

2022 highlights

- 42 Diversity & inclusion
- 49 Leadership & talent development
- 50 Health & well-being
- 51 Employee engagement

Goals

Deliver leadership advocacy and accountability that equally values all perspectives

Engage, integrate and ally with underrepresented talent

Improve the representation and advancement of underrepresented talent

Deliver best-in-class training and benefits

Engage employees in Bloomberg's philanthropic initiatives and culture

2022 progress

- 430 team leaders and managers took part in our Financial Solutions division's workshops on race and ethnicity
- 900 global managers engaged to generate new inclusion initiatives in our Chairman's Challenge
- 10,000+ Bloomberg employees belong to at least one Bloomberg Community
- 1,400 diverse employees supported by targeted career development programs
- Career growth experienced by 77% of GOAL Advance career accelerator program participants during or after the program
- 91% retention of employees who have participated in a career development program
- 4,220 new hires welcomed to our offices globally
- 700 new team leaders in the TLx program, our leadership development experience
- 96% of leadership roles filled internally in 2022
- 18,382 participants in our volunteer, giving and cultural access programs

Diversity & inclusion

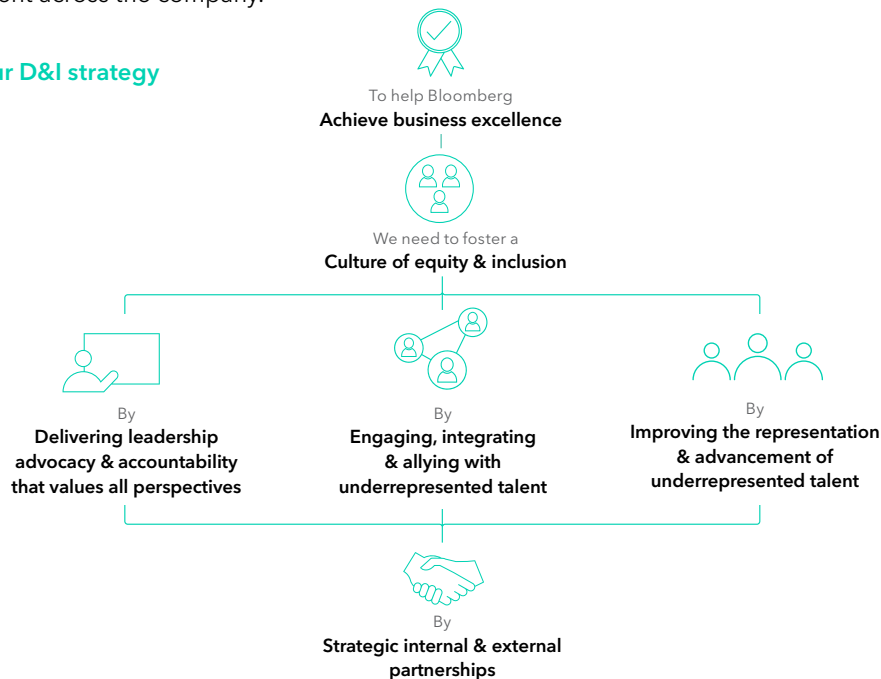
Creating a culture of diversity, equity and inclusion.

We're advancing our D&I strategy through greater accountability, allyship and advocacy.

In 2022, we outlined our new diversity and inclusion vision – inclusion of all, exclusion of none – and evolved our mission: to build an inclusive and equitable culture for all of us, by all of us. That vision and mission sits at the heart of our business, as we believe that having the best product, provided by the best people, will deliver the best outcome for our clients.

Our global diversity and inclusion strategy focuses on achieving business excellence by fostering a true culture of equity and inclusion through leadership accountability, allyship and advocacy. Through new and ongoing initiatives, we're developing a leadership structure that equally values all perspectives and actively advocates for inclusion. By engaging, integrating and allying with underrepresented talent, we're striving to open opportunity to candidates and employees from all backgrounds. And by investing in technology, systems and processes to promote diverse hiring and strengthening our leadership and talent development programs, we're working to measurably increase the representation and advancement of underrepresented talent across the company.

Our D&I strategy



Communicating our vision and mission

In 2022, we created the Bloomberg Diversity & Inclusion Playbook to explain our D&I vision to everyone within our global community: employees, business leaders, partners, clients and the external communities in which we operate. The playbook communicates our mission, strategic agenda, infrastructure, activities and interventions, as well as how the D&I team operates across the organization. The playbook provides guidance for a range of scenarios that may require formal or informal communication about D&I at Bloomberg and includes a glossary of terms and concepts to help members of our community use more inclusive language and understand the importance of active D&I initiatives.



Diversity & inclusion

Fostering an inclusive culture

We believe our employees have a responsibility to participate in nurturing an inclusive culture at Bloomberg, and we are committed to providing the tools and resources employees need to take action. We provide mandatory inclusion and unconscious bias training for individual contributors and new hires and offer inclusive leadership workshops and online modules for managers and team leaders. Our online D&I learning center on the Bloomberg Terminal (BU DI <GO>) gives employees access to core curriculum modules on disability, gender and cultural inclusion in the workplace alongside resources on topics including minimizing bias, developing inclusive behavior and managing across differences. In 2022, we added a new online module on transgender allyship to our core curriculum.

We adjust our training to address specific needs in regions as they arise. In 2022, we evolved our Culture Connect program, launched the previous year in the Asia Pacific (APAC) region in response to social unrest and cultural challenges. We held 16 training sessions, including 4 aimed at non-APAC-based leaders who manage individual contributors within the region, in an effort to foster a cohesive environment where differences can exist but respect and collaboration are able to thrive.



As part of Hispanic Heritage Month, the Bloomberg Latinx Community hosted a fireside chat in New York with Elizabeth de León Bhargava, the Assistant Secretary for Administration at the U.S. Department of Housing and Urban Development.

Bloomberg Communities

Members of our nine company-wide Bloomberg Communities serve as role models, spreading a message of inclusion throughout our global workplace and advocating for their colleagues to support our philanthropic initiatives that impact their communities. Many employees belong to more than one group, and Communities co-host events and collaborate with each other, providing space to learn about and support intersectional identities. In addition to these company-wide D&I communities, our engineers also participate in D&I technology communities like Bloomberg Women in Technology and Bloomberg Black in Tech, which foster networking and career growth.



Diversity & inclusion

Delivering on leadership advocacy and accountability

We're embedding D&I policies throughout our organization and building a leadership that values all perspectives equally. Our D&I strategy focuses on ensuring business and leadership accountability. All managers and team leaders are evaluated on six leadership attributes, one of which is the ability to create a diverse and inclusive work environment. Every Bloomberg department maintains a D&I plan that supports innovation through strategies for recruitment, progression, product development and client relationships, with business heads held accountable for achieving goals. Our business heads also participate in an annual D&I Organizational Health Review to assess progress on representation and the impact of their plan, and report their results to the Management Committee.

In 2022, we launched our Inclusion+ Roadmap in our Financial Solutions department, an initiative that grew from its D&I plan. A global series of 10 educational and awareness workshops on race and ethnicity, these virtual sessions were attended by 430 team leaders and managers, helping drive leadership accountability as we strive to create an environment where all employees feel equally empowered to succeed.

Advocating for racial equality

The fight against racial bigotry and hate involves all of us. At Bloomberg, we are deeply committed to issues of racial equality in both our workplaces and in our communities, and our focus on building diverse and inclusive teams extends to every level of the organization. Even so, we are not yet where we want to be in terms of ethnic diversity across the organization, and recognize the need to do more to develop and advance our ethnically diverse talent.

In 2022, we launched a new internal initiative called the Race Coalition, a collaboration between Bloomberg leadership and leaders from Bloomberg's employee-run Communities. Led by Bloomberg Vice Chairman Jean-Paul Zammitt, the Race Coalition recognizes that advancing racial and ethnically diverse talent is both a responsibility and an opportunity. We're committed to investing in and uplifting our current initiatives, and to identifying and sponsoring model programs that can support success or be scaled to bring about vital change across Bloomberg.

Putting allyship into action

The Chairman's Challenge encourages managers to develop D&I-focused ideas with their teams, which can help increase inclusion and spur positive change in our business. Created by our Chairman, Peter Grauer, to reinforce our culture of accountability and advocacy, the theme for 2022 was allyship. Over 900 global managers were engaged for the challenge, with 33 teams submitting detailed proposals for employees to review and vote on. More than 10,000 votes were cast for entries in the Chairman's Challenge across three categories, with a fourth winner picked by the Chairman himself.

Most creative

Women's Health at Work explored ways to start a conversation and create frameworks for education and support around the topic of female health. As a result, a new women's health resource for the U.K. was introduced in April 2023.

Most potential for impact

Think Differently! proposed ideas to raise awareness and improve support for neurodiverse employees and their families, while promoting business success. Since the vote, a number of partners have been identified to help improve recruitment and training of neurodiverse candidates.

Most collaborative

Bloomberg Voices aimed to identify and invest in talent from underrepresented groups, creating a robust training program to help them speak with confidence and increase representation at Bloomberg events. Training for the first cohorts began in Q1 2023.

Chairman's choice

The D&I Mobile App proposed creating a feature on the Bloomberg Professional app to offer bite-sized D&I content that can be consumed on the go. Business meetings have already taken place to begin bringing the idea to life.

Diversity & inclusion

Engaging, integrating and allying with underrepresented talent

We're making allyship a key focus in our drive to ensure inclusion for all, exclusion for none. While leadership can establish and advocate for policy, an authentic culture of inclusion can only be fully achieved through allyship. By including everyone in the conversation – and in the act of creating positive change in the workplace – we strive to ensure that no employee feels excluded, and all of us benefit. Successful allyship is an active, continuous process, which is why our D&I teams keep up a continuous drumbeat of activity and engagement.

In partnership with our employee-run Bloomberg Communities, we provide opportunities for connection, education and integration between members of underrepresented communities and allies throughout the year, pushing the boundaries on important issues, promoting empathy and understanding, and celebrating the contribution members of every community make to the success of our company and culture through our Heritage Months.

Continuing conversations

In 2022, as in previous years, we talked often and openly as a company about diversity and inclusion issues. Throughout the year, we responded to global events, providing support to employees facing challenges from Russia's invasion of Ukraine to the unpredictability of COVID-19 surges and incidents of racially-motivated violence in the U.S. Our leaders spoke out against hatred and discrimination in the wake of mass shootings in Buffalo, Texas and Colorado that affected the Black, Latinx and LGBTQ+ communities, and other hate-motivated incidents throughout the year. Our Diversity & Inclusion team hosted several drop-in office hours to provide a forum for employees to discuss the impact of these and other events from a personal perspective. We also hosted conversations and training in response to a wide range of issues from mental health to transgender allyship, women's health and the protests in Iran.

The Bloomberg Women's Community offered BWC Amplify, an event series featuring inspirational women and allies across Bloomberg talking openly about career development. Our employee newsletter explored topics on our Courageous Conversation series, which featured employees discussing our collective fight for gender rights, mental health and pride.

The Bloomberg Latinx Community hosted a series of Cafecito Chats, which focused on getting to know Latinx leaders at Bloomberg and recognized ways Latinx and Hispanic employees gave back to their local communities in 2022, via volunteering, coaching, elected office or board memberships.

Global initiatives

Our D&I team in our Europe, Middle East & Africa (EMEA) region delivered a range of initiatives in 2022, with the aim of strengthening stakeholder partnerships, engaging employees and increasing the representation, retention and development of underrepresented talent at all levels. Highlights included a Windrush Day conversation with immigration and asylum lawyer Jacqueline McKenzie, a leading advocate on Windrush cases, and a week-long employee engagement campaign during U.K. National Inclusion Week. We also partnered with our Financial Solutions team on the Bloomberg Meets "Women In" series, which convened our salespeople and senior Bloomberg clients to engage in meaningful conversations on the inclusion of women in the financial services industry. Over the course of the year, we engaged 2,900 employees across the region at D&I events, promoting allyship and resulting in a 13 percent increase in sign-ups to Bloomberg Communities.

In APAC, we identified disproportionate attrition rates for female talent, particularly in the two- to five- year tenure band, and established an initiative to address the issue. Project FAIR (Female Attrition, Insights and Retention) engaged with 10 percent of female team leaders and individual contributors across the region to identify areas for improvement. We implemented changes that have the potential to have an immediate impact, and we are partnering with the Global Institute for Women's Leadership at the Australian National University on longer-term initiatives.



During Pride Month, Bloomberg branded a Hong Kong tram with our Pride message.

Diversity & inclusion

Improving representation and advancement

We're working to increase representation by addressing inequalities and eliminating bias in the recruitment process. We believe that disruptive, breakthrough ideas come about when diverse teams look at challenges from different angles, which is why improving representation – at every level of experience – is as much a business imperative as a moral obligation. Systemic inequalities can only be tackled through inclusive practices. We strive to eliminate bias from all communication to candidates globally by investing in technology, systems and processes to promote diverse hiring and to build a strong pipeline of talent.

Connecting with entry-level talent

We've forged strategic partnerships with key schools, organizations and nonprofits to expand and strengthen our pipeline of diverse talent at all levels. Our multi-pronged strategy actively encourages candidates from underrepresented communities to consider a career at Bloomberg and includes a special focus on those seeking technology and engineering roles.

Our school-based strategy involves partnerships with the City University of New York (CUNY), Historically Black Universities and Colleges (HBCUs) and Hispanic Serving Institutions (HSIs) to raise awareness of Bloomberg as a potential employer and encourage applications for internships and entry-level roles. As a direct result of our strategy, hiring from HBCUs and HSIs doubled from 2021 to 2022.

In 2021, Bloomberg became a Founding Partner of the CUNY Futures in Finance initiative (FIF), pledging \$1.5 million over three years to prepare CUNY students for careers in finance. The initiative provides training, mentorship and access to the financial services industry and has already engaged more than 1,800 students majoring in accounting, business, economics and finance across Brooklyn College, City College of New York and Lehman College. In 2022, we welcomed more than 60 CUNY FIF students to a Career Day at our global headquarters in New York, which showcased roles and opportunities from Bloomberg and 17 other employers in the financial services industry.

Bloomberg also partnered with City Tutors, an initiative that provides tailored professional mentorships for college students and recent alumni in communities across New York City that have historically been underserved. One-hundred Bloomberg employees worked with CUNY students and alumni in the City Tutors' City Mentors program in one-on-one sessions; Bloomberg also hosted free professional workshops for the students, including a Pathways to Careers in Finance workshop.

We collaborated with close to 20 external organizations in 2022, including Management Leadership for Tomorrow, Project BASTA and ALPFA, to help us identify and hire candidates from underrepresented communities. Working alongside our colleagues in Corporate Philanthropy, we created programming and attended conventions. Initiatives in 2022 included a presence at AfroTech and the Grace Hopper Celebration, two key events for recruiting Black and women engineers, as well as our ongoing accelerator program with the University of Puerto Rico, created to mentor the next generation of Latinx engineering talent. In London, our Bloomberg Launch program for underrepresented entry-level talent sourced through our D&I partners, referrals and university societies resulted in 55 full-time hires in 2022, more than twice the number from 2021.

We also revamped Bloomberg's HBCU Academy of Excellence. Now in its third year, the three-day summit welcomed more than 50 students from HBCUs and included a talk from Mike Bloomberg. As a result of the program, 17 job offers were made to attendees and 11 were accepted. We also launched a series of career readiness programs for undergraduate students and recent graduates.

Awards & pledges

- Bloomberg pledged continued support to the LGBTQ+ community after earning a perfect score on the Human Rights Campaign Foundation's [2022 Corporate Equality Index \(CEI\)](#)
- Bloomberg [signed the Respect for Marriage Act](#) in the U.S., continuing a longstanding drive to protect marriage equality under the law around the world
- Bloomberg Japan was acknowledged for "establishing new models for employing people with disabilities to contribute to corporate growth" for the second consecutive year by the [Accessibility Consortium of Enterprises \(ACE\)](#)
- Bloomberg won its third consecutive [Gold Award](#) in the PRIDE Index 2022, Japan's leading award for LGBTQ+ initiatives, and was also awarded the highest certification for cross-sector collaboration in this area
- Bloomberg Australia committed to a [Reconciliation Action Plan](#), which actively champions Aboriginal and Torres Strait Islander inclusion in the workplace

Diversity & inclusion

Improving representation and advancement (continued)

Reaching experienced candidates

In 2022, we expanded our Diversity Sourcing team, which now comprises 12 people across the U.S. and EMEA focused solely on adding diverse talent to our candidate slates for non-entry level job opportunities. The team connected with approximately 1,200 candidates during the year, conducting outreach through recruiting databases, attending conferences and actively partnering with external organizations to advertise opportunities. Partner organizations included Black Product Managers, Sponsors for Educational Opportunity and the American Association of Blacks in Energy.

Bloomberg also partnered with the National Associations of Black and Hispanic Journalists and had a high-profile presence at the 2022 conferences of both organizations, with the Editor-in-Chief of Bloomberg News personally interviewing a selection of candidates at the NABJ conference. Our attendance led to the hiring of several new journalists and ongoing engagement with more than 10 other candidates. Recognizing that more work needs to be done to improve representation, Bloomberg News is embarking on a proactive hiring strategy for 2023, creating an extensive list of high-performing reporters and editorial professionals from underrepresented communities and targeting them for recruitment.

In London, we hosted our first on-site event targeted toward Black professionals in research, enabling 111 professionals to learn about career opportunities on our Bloomberg Intelligence team. In the coming year, the Diversity Sourcing team will focus on positioning Bloomberg as an employer of choice for all underrepresented communities and developing tools, resources and organizational capabilities to further enhance our ability to recruit diverse talent.

Employee self-identification

Our employee voluntary self-identification campaign, "Share Today. Shape Tomorrow," is improving our understanding of our workforce and bolstering our ability to identify trends, support employees' needs and track the progress of our D&I agenda.

In 2022, we expanded the survey in certain countries in EMEA and APAC to include sexual orientation and gender identity and began tracking social mobility in the U.K. Globally, we continue to seek ways to improve our self-ID data, where legally permitted to do so, and have refreshed our employee engagement campaign to help us reach disclosure goals across eight diversity fields, prioritizing categories and regions with the lowest rates of self-identification.

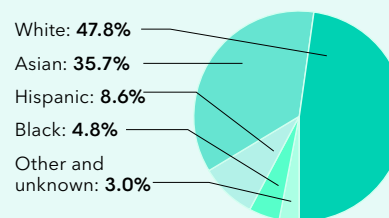
Global gender ratio

Permanent employees by gender	2022*	2021	2020	2019	2018	2017
Female	34.9%	34.2%	33.3%	32.9%	31.8%	31.5%
Male	64.7%	65.4%	66.4%	66.8%	68.0%	68.4%

*Not declared: 0.4%

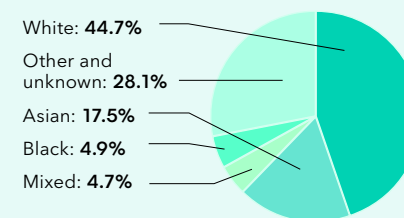
Our global gender ratio continues to improve incrementally, with the proportion of female employees increasing from 31.5% to almost 35% over the past five years. APAC leads the way, with women making up 49.5% of the region's workforce. We recognize that more progress is needed in EMEA and the Americas and are investing to meet that challenge.

U.S. ethnicity ratio (2022)



In the U.S. we have been successful in attracting talent from ethnically diverse groups over time, and in 2022 we saw an increase in the number of overall Black and Hispanic employees. We continue to invest with more resources into recruitment, retention and advancement programs to maintain the gains that have been made.

U.K. ethnicity ratio (2022)



In 2021 we started tracking U.K. ethnicity data on a voluntary basis and saw more self-identification in 2022. We will continue to encourage employees to self-identify on a voluntary basis in order to better track and manage our recruitment and retention programs in the U.K. going forward, while continuing to respect employees' personal choices in this regard and applicable legal requirements.

Diversity & inclusion

Improving representation and advancement (continued)**Advancing careers**

Beyond recruitment, we recognize the essential need to increase representation at all levels of the business by enabling and enhancing career progression for all employees. We offer several programs to support the careers of women and ethnically-diverse employees at Bloomberg under our Growth, Opportunities, Access and Leadership (GOAL) banner.

Our GOAL Development program specifically focuses on high-performing talent from underrepresented groups who are ready for personal and professional growth. The GOAL Advancement program identifies high-potential talent from underrepresented groups who are ready to take the next step, supporting them and helping our company identify future leaders and increase diversity at all levels of leadership. In addition, our GOAL Insights program gives employees a high-level overview of GOAL content and demonstrates how they can take advantage of the other programs.

In 2022, around 400 employees attended live sessions for GOAL Insights, while a further 500 accessed its six one-hour modules online. The retention rate among participants was 91 percent. A further 300 individual contributors and team leaders took part in GOAL Development, resulting in an 85 percent retention rate. We also increased our GOAL Advancement numbers, welcoming 186 participants and alumni globally, 77 percent of whom have experienced career progression or made lateral moves to date.

"The GOAL program has opened my eyes to how I can be more intentional about my career."

- Sales Manager, London

"When a role came up, GOAL gave me the confidence to believe: 'Yes, I am qualified. Yes, I can add value.'"

- Index Implementation Specialist, Princeton

"GOAL gave me the right mindset, frameworks and support groups to lead my team and make a bigger impact."

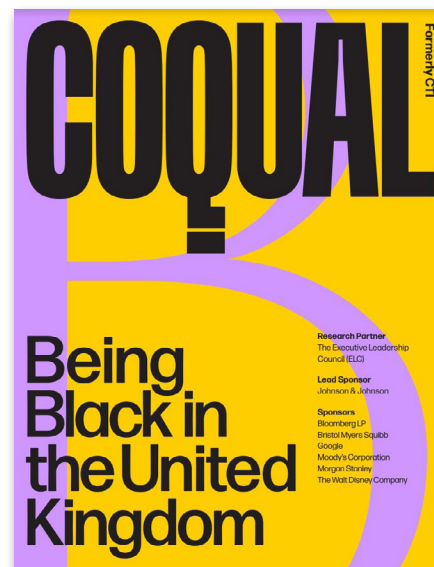
- Employee Operations Manager, Tokyo

Supporting diverse leaders

Our Senior Women's Forum serves women further along in their careers. Supporting our goal of improving the retention, development and advancement of women, the forum provides a space for peer networking and advocacy and currently comprises over 350 global participants. In 2022, we also expanded the Multicultural Leaders Forum, providing more than 220 managers in the Americas and EMEA with new opportunities to develop in their role as leaders and professionals, strengthen their networks at Bloomberg and gain insight and inspiration from external speakers.

Together, the forums hosted a series of networking events in 2022, including "Women and Leadership: Real Lives, Real Lessons" moderated by Bloomberg's Global Head of Diversity and Inclusion and featuring two women leaders, the first female Prime Minister of Australia and the Director General of the World Trade Organization, discussing equality in leadership.

Our Women in Engineering Leadership Development (WELD) and Multicultural Engineering Leadership (MELD) programs continued to support female and multicultural team leaders globally by providing ongoing exposure, support from senior leadership and access to a broad network of other leaders. In 2022, we expanded the programs and launched a leadership development pod to support team leaders who identify as LGBTQ+.



In 2022, Bloomberg sponsored *Being Black in the United Kingdom*, a report by nonprofit research organization Coqual on the challenges faced by Black professionals in the U.K., designed to equip corporate leaders with the necessary knowledge, data and insight to build a diverse, equitable and inclusive workplace environment.

Leadership & talent development

Activating every employee's potential.

We provide continuous learning opportunities to help our talent realize their career ambitions and prepare to lead.

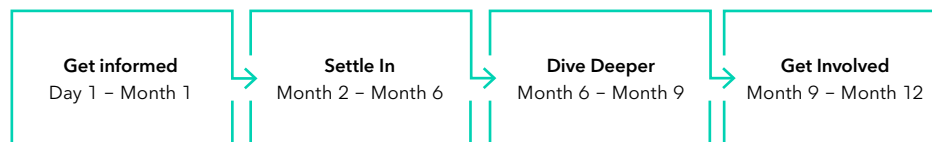
Our greatest asset is our people. Investing in and supporting the professional growth and career development of our employees positively impacts our business. With our global footprint, flat structure and diverse business areas, we provide employees with countless opportunities to learn, contribute, collaborate and shape their career path.

Our Leadership & Talent Development team supports talent management through programs, systems and tools designed to track, retain, develop and invest in our employees. This talent pipeline played a critical role in our success in 2022, with the majority of leadership roles filled internally.

A foundation for career growth

Our onboarding program for new hires lasts 365 days, helping employees acclimate to our culture and enabling them to have a productive and innovative first year at Bloomberg. Through the four phases of the program – Get Informed, Settle In, Dive Deeper and Get Involved – new hires learn about our business and values, connect with our Diversity & Inclusion and Corporate Philanthropy teams, meet with senior leaders and network with their peers and the wider Bloomberg community. In 2022, we welcomed 4,200 new hires globally and were able to return to holding our Day 1 experiences in person, following several years of gathering virtually.

New-hire experience



Bloomberg's onboarding program supports new hires through their first year.

All employees have ongoing access to best-in-class learning resources, both internally through our Bloomberg University development platform and externally through our learning partners, including LinkedIn and MindTools. Our offerings are tailored to meet the diverse interests, needs and learning styles of each employee and include a wide range of professional courses on topics including communications, emotional intelligence, influencing and career development, as well as more technical skills related to business-specific roles.

Building the skills to lead

At Bloomberg, leadership development is a journey. Through a series of deliberate and thoughtful programs, we help new and experienced leaders increase their adaptability, gain new perspectives, refine their leadership style and build skills to enhance their impact.

To support new Team Leaders, Bloomberg provides them with access to unlimited coaching for their first year in-role, as well as opportunities to learn, connect and expand their network through TLx (Team Leader Experience). In 2022, 700 employees took part in TLx, which has supported over 1,300 people globally to date.

In APAC, our Local Leadership Accelerator program, which is designed to prepare local talent across the region to fill critical management roles, welcomed a new cohort of employees in 2022. Since the 12-month program started in 2017, more than 90 employees have taken part.

In 2022, 580 employees completed SLII®, a leadership program that helps managers refine their leadership style and learn how to provide the support and direction their teams need to achieve their goals more efficiently and strategically. We also brought leaders from across the company to West Point, New York, to participate in the first cross-functional Thayer Leadership Bloomberg Experience. Led by retired U.S. military officers, this immersive, action-oriented experience taught participants about the U.S. military's Leadership Paradigm, which stresses the critical value of mutual trust, shared understanding and clear intent in helping teams achieve their goals and objectives.

Upskilling through apprenticeships

To support internal mobility and in-role development, we launched a U.K. Apprenticeship pilot program in 2022, offering 15 apprenticeships leading to qualifications in data literacy, project management, A.I., data science and other fields. The pilot expands our existing EMEA program, which is currently helping 95 apprentices to grow their skills while addressing potential future skill gaps within the company and increasing employee engagement.

Helping employees thrive.

We take care of employees so they can focus on changing the world.

Bloomberg provides a comprehensive suite of programs and benefits designed to improve the financial, physical and mental health and well-being of employees and their dependents, reduce health risks, and manage work and family demands. We support employees' work and family needs across all major life events with benefits that align with our diversity and inclusion priorities.

Enabling health, wealth and wellness

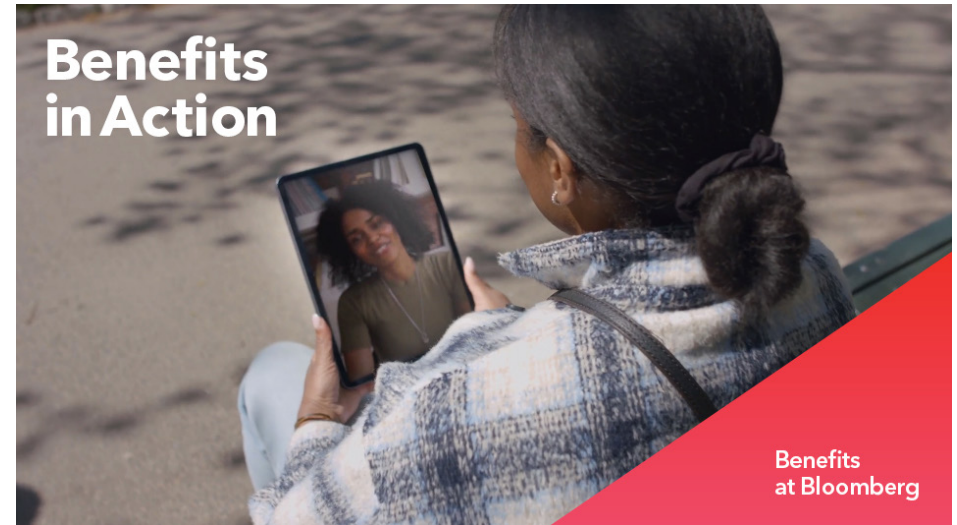
We offer programs and resources to assist with fertility, adoption, lactation, parenting, child care, education and adult/elder care. (Programs vary by location.) We also provide a generous gender-neutral parental leave of 26 weeks for primary caregivers worldwide and 25 days of back-up dependent care in the U.S., which can also be used to secure virtual tutoring for employees and/or their minor dependents. In 2022, we introduced travel reimbursement for certain covered medical services in the U.S., to ensure that all employees have the same access to the health coverage they need, no matter where in the country they live.

Our financial well-being benefits include financial education and access to financial planners; student loan refinancing; income protection through insurance; and a variety of retirement plans, including an ESG fund option in the U.S. and U.K. fund lineups. In a number of our global locations, we provide discounts for gym memberships, weight loss programs and other fitness-related activities, and subsidies for Bloomberg sports teams. In locations where we have a larger footprint, we maintain on-site wellness services, including health centers and wellness coaches.

Supporting mental health

Mental health and resiliency continue to be key priorities for our Human Resources team. Our mental health benefits include counseling, therapy and telehealth services in the U.S., including on-site EAP resources in New York and New Jersey. Our global support includes an interactive portal that connects employees to Bloomberg's mental health benefits and additional resources, an online chat, mental health first-aid training and wellness spaces in our offices.

To mark World Mental Health Day 2022, we piloted a program at our global headquarters designed to meet employees where they are, when they need it most. Signs highlighting our mental health support and including a QR code were placed in discreet locations such as restrooms and quiet rooms, resulting in a measurable increase in utilization of our mental health resources.



Our 2022 benefits awareness campaigns empowered employees to make the most of their benefits, highlighting employee stories about using benefits at critical moments.

In APAC, we recognized the cultural challenges that can make it difficult for employees to talk about mental health. We partnered with a Hong Kong-based nonprofit to bring the "This is Me" mental health storytelling campaign, an initiative led by the Lord Mayor's Appeal in London, to Asia. We launched a series of videos featuring employees who had accessed and benefited from our mental health support. By sharing their own stories in their own words, our employees helped normalize conversations about mental wellness.

Empowering sustainable choices

Sustainability benefits available to employees include free electric vehicle charging at four of our offices and data centers in New Jersey, and at our Lugano, Switzerland, office. In 2022, we expanded this initiative to provide 57 chargers for employee vehicles. Bloomberg's partnership with solar provider Common Energy also connects U.S.-based employees with solar projects that generate clean energy and lower emissions in their communities. Employees who participate in the program support new, local solar projects and receive clean energy credits that reduce their electricity cost each month.

There are now over 240 employees in New York and New Jersey who are fully enrolled and subscribed to 12 Common Energy projects across five states. Together, these projects will generate about 25 million kilowatt hours of clean energy and prevent over 11 million pounds of carbon emissions each year.

Employee engagement

Making connections.

We provide opportunities for employees to grow through new experiences.

Our employee engagement programs include volunteering opportunities, talks with leading thinkers in business, philanthropy and the arts and access to cultural institutions. These activities expose employees to new perspectives that can spark ideas, strengthen bonds with colleagues and inspire teams to better navigate business challenges.

Throughout the year, the Communications, Marketing, Corporate Philanthropy, HR and Management teams helped Bloomberg employees stay connected to the company and each other through virtual, hybrid and on-site events, social media, a weekly employee newsletter and more.

Best of Bloomberg

We continued to create opportunities for employees to connect with their communities, each other and Bloomberg's unique culture of purpose, innovation and inclusion. Through our Best of Bloomberg program, a record 18,382 employees from 111 cities participated in volunteering, giving and access programs during 2022, including 784 team projects hosted at the request of 60 departments across the company.



Employees in New York filled backpacks with school supplies on Child Poverty Awareness Day.

Volunteering

In 2022, 14,991 employees from 98 cities volunteered their time and talents in support of their communities, helping provide food and necessities, providing educational mentoring, engaging in environmental stewardship and much more. In all, employees provided 131,847 hours of collective service over the year.

Giving

Driven largely by the increasing scale and severity of humanitarian crises and natural disasters globally, 4,646 employees from 91 cities unlocked over \$10.2 million of funding for nonprofits working on causes of personal importance to them in 2022. Our Dollars For Your Hours program continued to recognize employees for acts of service. For every 25 hours of service an employee puts in, up to 50 hours, Bloomberg provides \$2,500 to donate to a charitable organization of their choosing. The company also provides a match on personal charitable donations and charitable dollars for successful employee referrals.

Access

We believe culture can be a driving force behind connection and serve as a potent reminder of the impact that shared ideas and values can have on our output. In 2022, 10,012 employees from 81 cities benefited from discounted or complimentary access to 277 galleries, museums and performing arts institutions within our global network of nonprofit partners, as well as a series of philanthropic events. As pandemic restrictions eased, we curated unique experiences in collaboration with local office committees, giving employees exclusive access to cultural events hosted by senior leaders.

Employee engagement

Bringing our true selves to work

Cultural awareness is the foundation of a diverse, equitable and inclusive culture. In August 2022, our Engineering Financial Analytics team organized a Culture Day event in our New York office, giving team members an opportunity to share their culture with their colleagues and learn from one another. Over 50 employees organized into 10 teams to showcase national cultures from around the world, sample regional food and take part in games and friendly competitions that helped bring a diverse group of employees closer together. The event inspired similar meet-ups in our London and Lugano, Switzerland, offices.



Employees in New York showcased their cultures at Culture Day.

Protecting pollinators

Bloomberg partners with [Alvéole](#), a social beekeeping company, to maintain rooftop beehives at our three New York City offices. Employees attended interactive workshops and tracked the bees' journey as they pollinated urban flora during the summer. At the end of the season, we harvested their honey and shared hundreds of jars with our community.



Employees in New York learn about beekeeping.

We're driving change on critical social issues.

We provide data and news on sustainability and equality to help investors, entrepreneurs and policymakers build more resilient and sustainable communities. We use the time and talents of our employees and resources of our business to promote a more inclusive global economy, expand access to data and technology, support diverse voices in media and the arts and meet urgent needs in the cities in which our employees live and work.

2022 highlights

- 54 Inclusive economy
- 58 Data & technology
- 60 Media & the arts
- 62 Local communities

Goals

Promote an inclusive global economy

Expand access to data and technology

Support diverse voices in media and the arts

Address the world's most pressing needs

2022 progress

- 900+ social and governance metrics tracked on the Bloomberg Terminal
- Bloomberg Social and Governance Scores for 5,500 companies
- 484 companies included in the 2023 Bloomberg Gender-Equality Index
- 43 law firms recognized in Bloomberg Law's 2022 DEI Framework Listing
- 38,653 mentoring interactions facilitated for students and adults from under-represented communities

- 150+ museums and cultural spaces sharing art and culture via the Bloomberg Connects app

- New cohort of 120+ senior women and diverse executives trained in media skills through Bloomberg's New Voices program
- 8,400+ women in the Bloomberg News expert sources database
- 823 students and mid-level professionals in 16 countries trained in business and financial journalism through the Bloomberg Media Initiative Africa since 2015

- 14,991 employee volunteers
- 131,847 employee volunteer hours
- 614 cities impacted
- 1,979 nonprofits supported
- 810,142 meals distributed
- 87,460 supply kits created for people in need

Inclusive economy

Promoting an inclusive global economy.

We support efforts to make the world's economy fairer and more inclusive.

Economic inequality presents a significant threat to the stability of the global economy and stifles innovation. Bloomberg provides corporate social and governance data, news and insights about equality and philanthropic support to help investors, entrepreneurs and communities even the playing field.

Facilitating corporate action

Bloomberg's transparent and actionable social and governance data, scores and insights help investors and companies better evaluate assets and report on social performance.

We currently track more than 900 social and governance metrics, including gender equality data for the publicly held companies that report their data directly to Bloomberg through the Bloomberg Gender-Equality Index Reporting Framework. Our social and governance data is available on the Bloomberg Terminal and as an enterprise data feed via Bloomberg Data License, which allows this information to be used across a firm by multiple applications and people.

We also provide EEO-1 data on the Bloomberg Terminal. This dataset provides U.S. workforce race and ethnicity demographics for companies on the Russell 3000 Index that volunteer to publicly disclose this information from their U.S. Equal Employment Opportunity Commission (EEOC) filings. (While U.S. companies with more than 100 employees are required to disclose details about the racial and ethnic composition of their workforce to the EEOC, they do not have to publish this information publicly.) We monitor disclosures across the Russell 3000 and update the dataset as additional reports are published.

We provide five types of proprietary scores that investors can use to quickly and simply evaluate performance across a range of social and governance issues and assess company activities relative to industry peers. These include Bloomberg Governance Scores, which score the relative performance of companies across industries on governance themes like board composition and executive compensation, and industry-specific Environmental & Social (ES) Scores. Available for 5,500 global companies, Bloomberg's Governance and ES Scores are data-driven and fully transparent, allowing users to examine the company-reported social data underlying each score.

Bloomberg's other social scores include Bloomberg Gender-Equality Index Scores, which assess company progress toward gender equality in the workplace; daily Environmental & Social News Sentiment Scores derived from news coverage; and ESG Disclosure Scores, which rate companies on their level of ESG disclosure.

In addition, we offer a variety of products and services for investors and companies seeking to better understand and respond to emerging social trends. These include data and research on evaluating and scoring social bonds – bonds that fund projects with social benefits – from Bloomberg Intelligence and BloombergNEF, along with practical guidance on establishing programs and policies around human capital, human rights and supply chain issues from Bloomberg Law, our subscription-based legal research service.

Recognizing leading law firms

The Bloomberg Law Diversity, Equity & Inclusion (DEI) Framework, developed in collaboration with Bloomberg's Gender-Equality Index team, is the legal industry's first and only standardized and fully transparent methodology to measure law firms' performance in key areas of diversity, equity and inclusion. In 2022, Bloomberg Law recognized 43 U.S.-based law firms in its second annual DEI Framework Listing of law firms that meet or exceed a rising standard for diversity, equity and inclusion.

Bloomberg Law also launched an annual recognition program, the Bloomberg Law Pro Bono Innovators, to highlight law industry leaders that have come up with innovative ways to provide legal services to underserved communities. The work of the 15 inaugural honorees spans a panoply of issues faced across the country and the globe, including securing post-9/11 educational benefits for up to 1.7 million U.S. veterans; serving as pro bono counsel to the panel investigating the police-related death of Elijah McClain, a young, unarmed Black man in Aurora, Colorado; and providing legal consultations to migrants at the U.S./Mexico border.

Inclusive economy

Bloomberg Gender-Equality Index

As investors seek out more information on how companies are managing diversity, the [Bloomberg Gender-Equality Index \(GEI\)](#) increases visibility into this previously opaque area of ESG reporting.

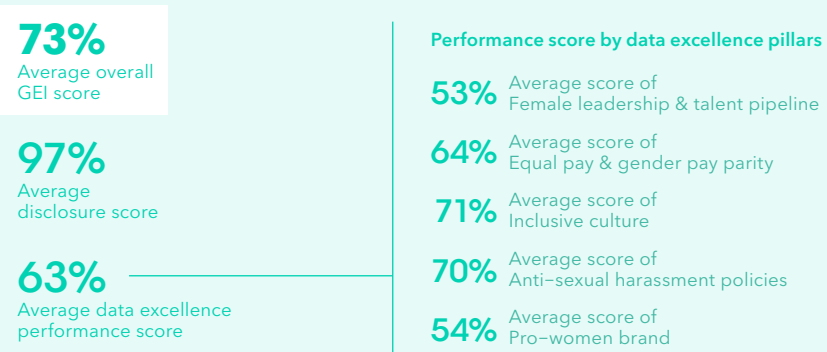
The GEI is a reference index that brings transparency to gender-related practices and policies at publicly listed companies. Companies around the world submit information to Bloomberg through the GEI Reporting Framework, providing standardized data that investors can use to compare how these companies are investing in women in the workplace, the supply chain and the communities in which they operate. Companies included in the index have a relatively high level of disclosure in five gender-related categories, demonstrating their commitment to advancing gender equality.

In 2022, the number of companies that submitted their data to Bloomberg via the GEI Reporting Framework increased by 11 percent, and the GEI member list grew by 16 percent. Teams from Bloomberg’s Engineering and Data departments maintained an online portal in 10 languages, making it easier for companies to collaborate internally and report their gender-related data.

The 2023 GEI (2022 reporting) features 484 companies from 54 industries headquartered in 45 countries and regions, representing a total market capitalization of \$16 trillion.

Score sheet

On average, companies on the Bloomberg Gender-Equality Index scored 97% out of a maximum score of 100% for their level of disclosure and 63% for their overall performance on data excellence.



Building organizational capacity

Bloomberg is committed to helping women- and Black-owned businesses, humanitarian partners and nonprofit organizations build the capacity to innovate and support the growth of their local communities. In 2022, employee volunteers supported these organizations in a number of ways, including providing pro bono branding and advertising expertise to drive fundraising efforts; helping leaders of tech nonprofits improve their pitching skills through our partnership with Fast Forward; serving as evaluators for the Echoing Green Fellowship for emerging leaders; and supporting social enterprises focused on improving the U.K. education system through intrapreneurship and innovation with the Fair Education Alliance.

Advancing the discussion

[Bloomberg Equality](#) is committed to reporting on issues of race, diversity and fairness. Its content is available on the Bloomberg Terminal and on all Bloomberg Media platforms and is integrated across all content pillars such as climate change, technology and healthcare.

In 2022, notable coverage included a series of investigations into the role big banks have played in the persistent U.S. racial wealth gap; exclusive reporting around toxic workplace culture; an investigative podcast, “In Trust,” that uncovered a massive transfer of wealth a century ago from members of the Osage Nation in Oklahoma to white families; the fourth season of “The Pay Check” podcast, which examined global economic inequality during the pandemic; and *Bloomberg Businessweek* special issues on equality and why it’s getting harder to be a woman in America.

Bloomberg Live hosted two Bloomberg Equality Summits in 2022, convening corporate executives, policymakers, thought leaders and advocates working to create a more just business and economic climate for all. The March event in New York, “Measuring the Movement: Accountability in Action,” gathered leaders at the forefront of advancing equity and inclusion to discuss concrete ways to make change. The October summit in London, “Equal Opportunities: Building a Fair Future,” explored the dangerous consequences of economic inequality and how to create a blueprint for a future based on equitable prosperity.

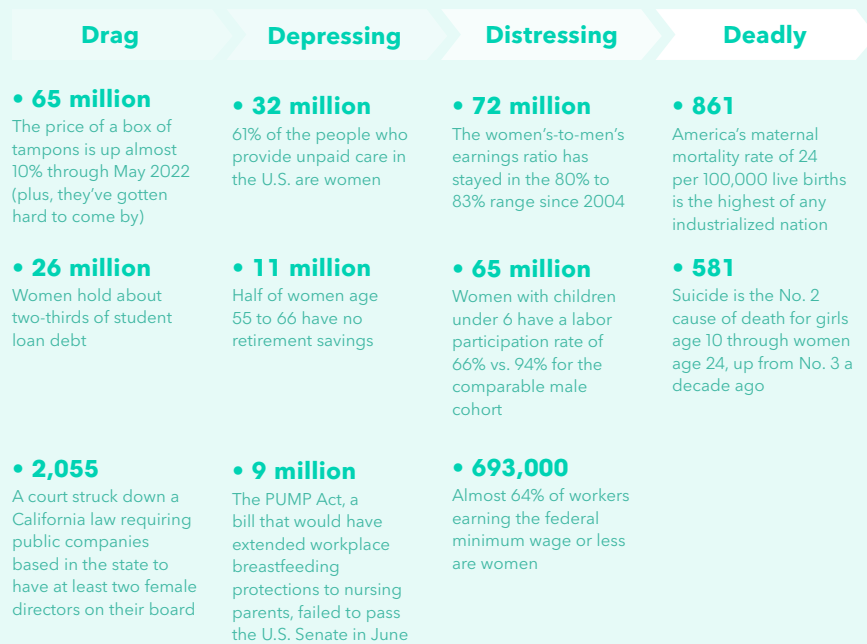
Inclusive economy

Women’s work

As the United States welcomes the employment and economic advancement of women, does it support them? A *Bloomberg Businessweek* cover story examined the data and concluded that it’s actually getting harder to be a woman in America.

Hierarchy of Precariousness

- Number of U.S. women affected



Adapted from infographic featured in “[It’s Getting Harder to Be a Woman in America](#),” *Bloomberg Businessweek*, Aug. 8, 2022.

Opening doors

Bloomberg employees build on our company’s legacy of helping to make financial markets more transparent and accessible by working with nonprofit partners to train and mentor individuals from underserved communities. A key focus for our company is improving access to financial industry careers for historically underrepresented groups. In 2022, employees facilitated more than 38,600 mentoring interactions.

2022 highlights included:

- **EU Women in Finance Initiative:** Launched in March, Bloomberg’s new effort to promote greater gender diversity in finance aims to demystify financial services and motivate more young women across the European Union to consider a career in finance. Bloomberg is partnering with Junior Achievement Europe to offer bespoke financial markets training and mentoring sessions with inspirational women leaders such as Ana Botín, the Executive Chairman of Grupo Santander, and Mairead McGuinness, European Commissioner for Financial Stability, Financial Services and the Capital Markets Union. In its first year, the EU Women in Finance Initiative reached 297 high-school students in Belgium, France, Germany, the Netherlands, Italy and Spain.
- **Bloomberg and HBCU ESG Trading Challenge:** In September, Bloomberg hosted an ESG Trading Challenge at five Historically Black Colleges and Universities (HBCUs) in the U.S. Students used the Bloomberg Terminal and our ESG tools to invest 1 million virtual U.S. dollars across various securities, within specific ESG parameters, over a month, while engaging with employees on Bloomberg’s Analytics and Enterprise Services teams. As part of the experience, the students were among the first group of users to complete the new Bloomberg for Education ESG Certificate course, earning a credential they can add to their resumes and LinkedIn profiles.
- **Your Future In Finance: Banking & Beyond:** Bloomberg partnered with seven financial institutions and six nonprofits to launch Your Future In Finance: Banking & Beyond, a program to increase exposure to financial industry careers for women from non-Chinese or low-income communities in Hong Kong, who typically have limited access to the sector. Fifty students from various ethnic and socioeconomic backgrounds participated in the two-month pilot program, gaining valuable industry knowledge and expanding their professional network via panel discussions, weekly mentoring sessions, soft-skills training and company visits.
- **The Sutton Trust Career Insight and Bursary Program:** Bloomberg launched a program with the London-based nonprofit Sutton Trust to provide high-achieving university students from low-income families in the U.K. with access to career development opportunities. Open to students who have participated in the Sutton Trust’s college and career readiness initiatives, the program connects participants to workshops, mentoring, work experience and internships at Bloomberg and provides a £3000 bursary for travel and other career development expenses.

Inclusive economy

Addressing racial inequality

In the United States and across the world, individuals have been shut out of opportunities in the workplace and systematically denied the ability to build and keep wealth because of their race. Bloomberg is engaged in addressing racial inequity at both the individual and the systemic level.

In 2022, initiatives included:

- **The Power of Difference:** The Bloomberg Black Professional Community's signature event brings together leaders across industries to engage in dialogue on inclusive leadership, leveraging difference and driving innovation and business impact. The 2022 Power of Difference Summit, held in partnership with Bloomberg Philanthropies' Greenwood Initiative, focused on advancing racial equity in climate justice.
- **Supplier Diversity Task Force:** Bloomberg established a Supplier Diversity Task Force in our company's Procurement department to support efforts to source diverse and small suppliers in collaboration with Bloomberg's Diversity and Inclusion team. The Task Force partnered with an industry leader in supplier diversity solutions to provide the data and tools needed for these efforts. We're currently developing a plan that allows us to identify opportunities to work with diverse and small suppliers.

Bloomberg Philanthropies**The Greenwood Initiative**

Bloomberg Philanthropies' Greenwood Initiative works to accelerate the pace of Black wealth accumulation and address decades of systemic underinvestment in Black communities. Named after the prosperous Black neighborhood in Tulsa, Oklahoma, that was destroyed in the 1921 Tulsa Race Massacre, the Greenwood Initiative has made a series of innovative investments since its inception in 2020 and formed strategic partnerships designed to have a far-reaching impact.

In 2022, the Greenwood Initiative launched the [Black Wealth Data Center](#) and its Racial Wealth Equity Database to tackle the issue of inaccessible and insufficient data on racial wealth disparities. Until now, organizations and policymakers have had to seek this data from numerous sources, and it is often outdated, incomplete or difficult to find. The new database now houses more than 34 datasets across five key topics – assets & debt, education, housing, employment and business ownership – to empower decision makers with reliable data that can drive policies and programs that advance racial wealth equity.

Through the Greenwood Initiative, Bloomberg Philanthropies has also partnered with Johns Hopkins University (JHU) to launch the Vivien Thomas Scholars Initiative, focused on addressing historic underrepresentation in the science, technology, engineering and math (STEM) fields. The initiative aims to support a new, more diverse generation of scholars and researchers in these fields by funding students from HBCUs and Minority Serving Institutions (MSIs) to pursue PhDs in STEM at Johns Hopkins. In 2022, the program welcomed its inaugural cohort of 20 scholars, in disciplines ranging from neuroscience to physics to engineering. Moving forward, it will permanently support 100 PhD students in JHU's 30+ STEM programs every year.

The Greenwood Initiative's first major investment, a gift to America's four historically Black medical schools, is easing the debt burden of approximately 950 medical students at Meharry Medical College in Nashville, Tennessee; Howard University College of Medicine in Washington, D.C.; Morehouse School of Medicine in Atlanta; and Charles R. Drew University of Medicine and Science in Los Angeles. More than 450 students supported through the program have now graduated and begun their medical careers.

Data & technology

Expanding access to data and technology.

We're committed to creating a more level playing field in society by improving access to information.

We share our expertise to strengthen data use and analysis by social impact organizations, assist cultural institutions in engaging a wider audience through technology and help a diverse spectrum of students acquire the technical and soft skills they need to unlock opportunity and drive progress in an increasingly digital world.

Using data to solve social challenges

We believe that effective implementation of data can uncover unique insights and help solve real-world challenges.

Bloomberg's Data For Good Exchange (D4GX) initiatives help organizations and individuals better leverage data to solve social problems. In 2022, Bloomberg partnered with strategic philanthropy foundation Dasra to support the D4GX India Empowerment Challenge, a search for promising early-stage innovations that serve the interests of India's most vulnerable people. Employees from Bloomberg's Engineering and Data teams in India provided one-on-one mentoring and technical support for the 10 shortlisted innovators. The three Challenge winners are using data to help children with disabilities and their families design their own intervention plans; identify urban spaces that are harassment and abuse hotspots; and enable financial literacy among women farmers.

Bridging the digital divide

With jobs changing and disappearing as a result of the digital revolution, workers need new skills to thrive in the evolving global economy. Bloomberg works with a number of organizations to open up opportunities in the technology industry and bridge the digital divide that begins in early education.

In 2022, Bloomberg employees worked with a variety of organizations to teach technical and soft skills to students from underrepresented groups in New York, Princeton, São Paulo, London, Frankfurt, Lugano, Singapore and Hong Kong. In São Paulo, the Brazil Chapter of the Bloomberg Women's Buy-Side Network offered a free Python bootcamp for women in asset management to equip them with skills that are in high demand. The bootcamp included a coding course, training on using Bloomberg's BQuant quantitative research tool and mentoring from Bloomberg engineers. In New York, employees worked with Girls Who Invest to train 200 college women on how to use the Bloomberg Terminal in preparation for summer internships at asset management firms, and Bloomberg engineers provided coaching to 30 female and non-binary teens attending the Kode with Klossy summer coding camp, among many other efforts.



New York City: Coaching teenagers attending the Kode with Klossy summer camp.

Data & technology

Broadening technology innovation

Bloomberg is an “open source first” company, which means we encourage our engineers and technologists to refine and extend high-quality, web-scale open source software to address our needs rather than use proprietary or source-available solutions. We do this because we believe that open source software is a key driver of innovation that brings diverse perspectives, skills and expertise together to solve real problems – not only within our business, but across the global tech industry.

Our engineers are active members of the open source community, contributing their skills and passion to a wide variety of initiatives, and hundreds of global employees, from senior leadership down, are encouraged to get involved in efforts to produce, publish and support open source software. In 2022, our Open Source Program Office in Bloomberg’s Office of the CTO and Corporate Philanthropy launched the Bloomberg FOSS Contributor Fund, a framework designed to put sponsorship decisions of free and open source software (FOSS) projects into the hands of Bloomberg employees who are active within the open source community.

We also sustain and broaden the scope of innovation through direct collaboration with open source communities. Bloomberg funds academic research that produces new or enhanced libraries, as well as teams that directly create and extend projects relevant to our products, including Project Jupyter and JupyterLab. We host events, sponsor projects and provide access to the knowledge and experience of our engineers. Since 2013, we have hosted Open Source Day and Open Source Weekend events that bring together our employees, community members and students to sprint on open issues in open source projects.

Bloomberg Philanthropies

Connecting audiences to culture

Digital technology has the power to make the offerings of arts and cultural organizations more accessible – not just to those visiting in person, but to people around the world.

Since 1999, Bloomberg Philanthropies has helped cultural institutions use technology to transform the visitor experience, encouraging interaction and exploration on- and off-site. This work includes the [Digital Accelerator Program](#), which helps cultural organizations use technology to build audiences, increase fundraising, drive revenue and deliver dynamic programming virtually and in person. Bloomberg Philanthropies expanded the program in 2022, and it now supports more than 100 arts organizations in the U.S. and the U.K.

Bloomberg Philanthropies also created the [Bloomberg Connects](#) app, developed in partnership with Bloomberg engineers and UX designers. The free, easy-to-use app features guides to museums, galleries, sculpture parks, gardens and cultural spaces. From visit planning tools to unique perspectives from artists and curators, Bloomberg Connects allows visitors and enthusiasts to discover, access and engage with arts and culture from their mobile devices, anytime, anywhere.

In 2022, Bloomberg Connects expanded the reach of the app to more than 150 cultural organizations globally, surpassed 1.25 million users and added new features, including multilingual capabilities and enhanced accessibility tools. Bloomberg Philanthropies provides cultural organizations access to the app platform at no cost and handles technology development, maintenance and ongoing product enhancements.

Media & the arts

Supporting diverse voices in media and the arts.

To broaden perspectives, enhance innovation and promote equality, we help women and people from diverse backgrounds share their ideas and insights with a wider audience.

We're improving the mix of sources in our news stories to better reflect the demographics of our communities and working to ensure that a diverse range of voices are involved in reporting and shaping business news. We're also amplifying diverse voices in the arts through Bloomberg Philanthropies initiatives that support the work of artists and cultural organizations from underrepresented communities.

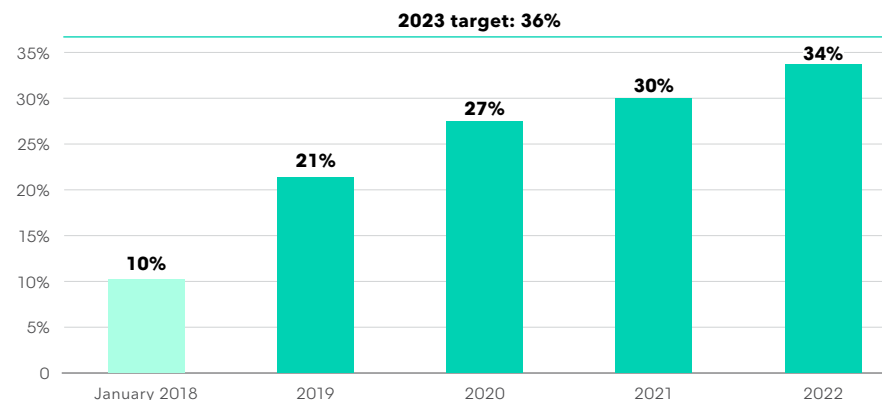
Diversifying our news sources

Bloomberg is committed to diversity in the newsroom, at every level in our workforce and in our content. It matters who assigns a story, who reports and writes it, who edits and shapes it – as well as whose voices are drawn upon to tell it.

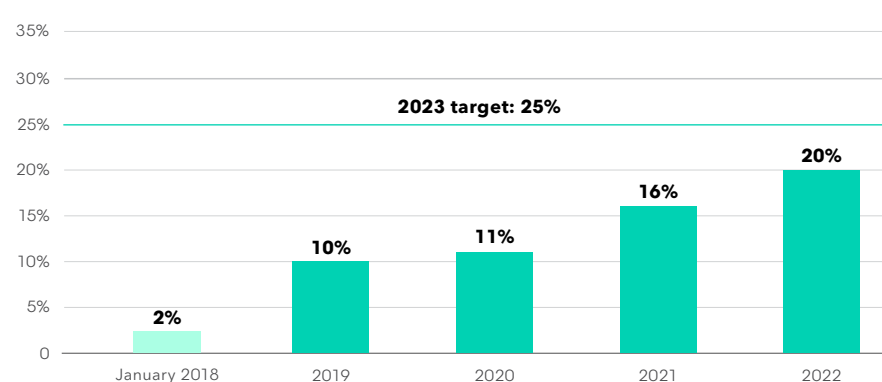
In 2018, Bloomberg launched the New Voices initiative to increase the representation of women and minority executives as sources in both online and on-air content. The program initially began with the establishment of a definitive global list of female experts in finance and business, a system to track diverse sourcing and the funding of media training for top women executives. In 2022, we brought New Voices media training to Tokyo and Zurich for the first time, adding to the already-established New Voices hubs of New York, Toronto, San Francisco, Washington, D.C., London, Mumbai, Dubai, Singapore, Hong Kong, Sydney and Johannesburg. In the U.S., we continued to offer media training to Black and Latinx executives of all gender identities.

To further raise the profile of the business and financial executives who participate in New Voices training, we established a dedicated section of the Bloomberg Equality website to showcase clips of broadcast interviews in which the executives appear. Since the program began, we've brought media training to 13 global cities, more than tripled the percentage of external female guests on Bloomberg Television and grown our global database of women sources from 500 to more than 8,400 names.

We've more than tripled the percentage of women external guests on Bloomberg TV



We've increased the percentage of women sources in our top news stories



Media & the arts

Strengthening financial journalism

The Bloomberg Global Business and Financial Journalism Education Initiative runs a range of programs designed to strengthen reporting on financial markets and global economies and increase diversity in business journalism. These include academic and university-affiliated courses leading to a completion certificate or counting towards a master's or undergraduate degree; a one-week immersive course in business reporting; community-based programs that introduce students to careers in journalism; and the [Bloomberg Media Initiative Africa](#), launched to advance financial journalism and contribute to economic development in Africa.

In 2022, the Bloomberg Media Initiative Africa resumed its six-month, part-time Financial Journalism Training (FJT) certificate programs in Dar es Salaam, Tanzania, after a two-year pause due to the COVID-19 pandemic. Since 2015, Bloomberg News reporters have partnered with local university faculty to teach business, data analysis and journalism skills to journalists and other professionals in South Africa, Kenya, Nigeria, Ghana, Tanzania and Zambia. To date, 823 journalists and professionals have completed the FJT program and 13 graduates of the program have been hired by Bloomberg News.

In New York and London, Bloomberg's Journalism Diversity Program brought 46 college students from diverse backgrounds to Bloomberg's offices for a week to learn the fundamental principles of business reporting and editing from Bloomberg journalists and executives and journalism school instructors.

In the U.K., Bloomberg reporters partnered with the Refugee Journalism Project to teach a series of workshops for 20 refugee journalists re-starting their careers. And in the U.S. and Europe, 14 Bloomberg News bureaus organized online information sessions for more than 1,700 students on managing their online presence and countering the spread of misinformation.

Spreading the word

Bloomberg Media continued its partnership with EBONY, the media brand that's been focused on chronicling the Black American perspective since 1945, to explore key issues facing the Black community and shine a spotlight on Black entrepreneurs and innovators.

EBONY collaborated with Bloomberg Originals to choose the visionary Black designers, artists and craftspeople featured in a special four-episode installment of the Bloomberg streaming video series MADE, and Bloomberg Television produced a one-hour special on the return of the annual EBONY Power 100, which honors the men and women who make remarkable contributions in the Black community during the year. Bloomberg Equality's data-driven coverage of economic and social issues is featured on EBONY's website, and the two brands cross-promote news and videos on social media and in newsletters.

Bloomberg Philanthropies**Supporting artists, arts organizations and communities**

Through Bloomberg Philanthropies' support for the arts, we work to bring artists, arts organizations and communities together and amplify underrepresented voices.

The Arts Innovation and Management (AIM) program supports a diverse range of small and mid-sized cultural organizations with grants and management training to help strengthen their strategic planning, fundraising, board development and more. Since its launch in 2011, the program has worked with 740 cultural organizations in 14 U.S. cities. In 2022, in collaboration with the Flamboyan Arts Fund, we completed AIM Puerto Rico, which brought together national and local experts to provide 10 nonprofit cultural organizations with bilingual arts management training and tailored consulting services.

Our Bloomberg Arts Internship program aims to strengthen cultural organizations, while providing opportunities for local students to connect with the arts and receive meaningful work experience. The program has placed over 1,300 high school students in paid summer internships at cultural nonprofits in five major U.S. cities, including Washington, D.C., which was added in 2022. The selection process recruits talented students from local public schools and ensures that those who join the program reflect the diversity of the participating cities. Over the course of the program, interns develop knowledge of the creative sector as a career path, learn more about the cultural landscape of their city, and prepare to apply to and succeed in college. From 2021 to 2022, the program expanded to include a pilot extension of summer internships for the duration of the school year and a network to connect alumni across five cities via a LinkedIn group and scheduled events.

Bloomberg Philanthropies also sponsors a wide array of art installations globally. In 2022, we supported The World Reimagined, an installation of 103 large globe sculptures exploring the transatlantic trade in enslaved Africans that were placed in cities across the U.K., along with an education program that inspired conversations about racial equity. We supported London's Fourth Plinth Programme, which installs temporary sculptures that the public helps to select on an empty plinth in Trafalgar Square. And Bloomberg Philanthropies was the official sponsor for the 59th International Art Exhibition - La Biennale di Venezia. Bloomberg Connects was the exclusive mobile app for the exhibition, serving as a central resource for in-person visitors.

Addressing the world's most pressing needs.

Bloomberg gives back to the cities in which we live and work, using our employees' time and talents and our company's resources to address unmet needs in our communities and create lasting impact.

Our global employee giving and volunteer program, the Best of Bloomberg, harnesses the collective effort and generosity of our employees to strengthen our communities – and support the causes they're most passionate about.

In 2022, through our Corporate Philanthropy programs, Bloomberg provided immediate assistance to address acute needs. Employees responded to the increasing levels of food insecurity affecting the most vulnerable in our local communities through support of meal preparation and delivery services; shared pro bono legal expertise with individuals and small businesses; and created supply kits for refugees, underprivileged families, homeless individuals and elderly neighbors.

131,847

employee
volunteer hours

38,653

mentoring
interactions

1,979

nonprofit partners
supported

87,460

supply kits
assembled

614

cities impacted

810,142

meals distributed

\$10.2 million

unlocked through
employee giving

Supporting global disaster relief efforts

As the impact of climate change and political unrest accelerated disaster relief efforts around the world, teams from across the company came together to respond to the resurgence of COVID-19 in Hong Kong, climate-related natural disasters in South Africa, Pakistan, Florida and Puerto Rico and the ongoing humanitarian crisis in and around Ukraine.

After Russia invaded Ukraine on February 24, 2022, Bloomberg Philanthropies committed \$30 million to the International Rescue Committee to provide vulnerable families in Ukraine with essential aid, such as winter clothing and health supplies. We committed a further \$10 million to World Central Kitchen, which is serving hot meals in Ukraine and the wider region. Bloomberg employees have contributed over \$2 million – through personal donations and Bloomberg's dollar-for-dollar match program – to support the work of groups such as the International Federation of Red Cross and Red Crescent Societies, UNICEF and International Medical Corps.

Bloomberg employees also gave their time and talents to help those impacted by the war. More than 1,600 employees in 23 cities around the world packed close to 50,000 emergency relief kits and donated and sorted 7,000 essential care items. Marketing employees designed advertisements to promote emergency fundraising appeals, our Procurement team coordinated the donation of our surplus stock of hygiene items, Legal & Compliance provided employees with vital information on immigration pathways for impacted family and friends and Bloomberg Media provided complimentary advertising space to raise awareness of the work of our partners.

Our support continues as the Russia-Ukraine war and the humanitarian crisis it created evolves. Most recently, Bloomberg has begun working with local partners to create protected education spaces, making it safer for Ukrainian children to attend school. We are also providing local-language psychological support for children now living in Poland, as they seek to integrate into new schools and environments.

