

Switzerland Benefits Harmonization

Frequently Asked Questions – People Leaders

1. What is the purpose of this benefits harmonization?

The purpose of benefits harmonization is to bring equity and consistency to our benefit offerings for all our Swiss entities.

2. When will the benefits harmonization be effective?

Benefits harmonization will be effective April 1, 2025.

3. What will be harmonized?

Meal allowance will be discontinued and moved into salary effective April 1, 2025.

4. Which team members will be impacted by this benefits harmonization?

All SPGI Colleagues who currently receive meal allowance will be impacted.

5. As a People Leader, how do I know which team members are impacted?

Please reach out to the Regional People Expert, Christian Keller, with the names of your direct report(s) and he will provide the exact details.

6. How can I address queries if my direct reports ask about the reasons for the retirement of allowances and the decision not to offer them to all team members?

We have been on a journey to harmonize benefits and conditions of employment since 2022. The goal of harmonization is to bring equity and consistency to the offerings within all our Swiss legal entities. As part of the harmonization, we have ensured we remain compliant locally and address the historical agreements as per contractual entitlements. In removing the allowances, we are ensuring existing team members have the same set of benefits along with all new hires regardless of legal entity.

7. Will the benefits allowances harmonization have a negative impact on net pay?

The harmonization should not have a negative impact on net pay as we have factored in the relevant tax considerations.

8. How will the harmonization of benefit allowances influence total target compensation?

The total target compensation will remain the same.

9. How will the harmonization of benefits allowances influence the annual salary increase?

The revised base salary will be considered for an annual salary increase effective March 1, 2026.

10. For team members who receive a bonus: how will the revised base salary, due to benefits allowances harmonization, influence bonus target?

March 2025: Bonus target is calculated as of December 31, 2024, annual salary.

March 2026: Bonus target is calculated as of December 31, 2025, annual salary.

11. Will any of these changes affect the company pension contributions?

No, pension contributions will remain the same.

12. What are the next steps? Do team members need to sign a contract amendment to agree to the benefits change?

Contract amendments will be shared with colleagues from SPGI via DocuSign by mid-March. Employees will be asked to sign them via DocuSign. Please note it is important that you discuss March compensation conversation regarding March salary increases in advance of this contract amendment distribution as we will be distributing the contract amendments containing March salaries and new salaries effective April 1, 2025, by mid-March.

13. Where can a team member seek further support?

Team members should participate in the information session. All benefits-related materials and resources will be uploaded on our Benefits site [here](#). For further questions or need assistance, they can log a ticket on the [mySolutions Portal](#).

14. Who should I reach out to for support or assistance with queries from my direct reports?

You can reach out to the Regional People Expert, Christian Keller.