

Bloomberg

Sustainability Report 2024

| OUR BUSINESS

| ENERGY & EMISSIONS

| OUR WORKFORCE & COMMUNITIES

| GOVERNANCE



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View our [GRI Content Index](#), [SASB Disclosure](#), [TCFD Index](#) and [Independent Assurance Report online](#).

About this report

This report, includes content from Bloomberg Inc., the general partner of Bloomberg L.P. (BLP) (together along with BLP and BLP's subsidiaries, "Bloomberg"), describing business, environmental, social and governance issues that have a direct and significant impact on our company, employees, clients and others, as well as issues that our organization has a unique opportunity to influence.¹ The annual data presented in this report covers our 2024 fiscal year (January 1 to December 31, 2024), unless otherwise stated.²

This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) standards specific to our industries and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).³

Bloomberg Sustainability Report 2024

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Cover photo: a view of our global headquarters. Photo: Juan Manotas

¹ Energy, emissions and revenue data also incorporate Bloomberg Industry Group, which is a subsidiary of Bloomberg Inc.

² As a private company, Bloomberg Inc. does not release financial statements publicly.

³ Bloomberg Founder Michael R. Bloomberg previously served as Chair of SASB and Chair of TCFD.

A message from our CEO

Bloomberg is dedicated to driving positive change and creating lasting impact.

We are pleased to present Bloomberg's fifteenth sustainability report, which highlights our ongoing commitment to addressing the critical issues that impact our company, our employees and our strategic partners. In our 2024 Sustainability Report, we reflect on a year of meaningful progress across our business as we continue to help our clients, communities and markets navigate an increasingly complex and changing world.

In 2024, we conducted a comprehensive materiality assessment for our updated sustainability strategy, reporting and governance. This assessment has been instrumental in identifying and prioritizing the issues with the greatest relevance and impact, ensuring our efforts are focused, credible and responsive to stakeholder expectations. Our 2024 report details the outcomes from that assessment, as well as our continued progress toward integrating sustainability across our operations, products and company efforts.

Over the past year, we have strengthened the governance of our sustainability practices across our operations. Our new sustainability governance framework includes the formation of a new Sustainability Oversight Committee, which provides oversight and approval of our sustainability strategy, including the management of climate-related risks and opportunities. Additionally, our Sustainability Oversight Committee approves firmwide sustainability policies and climate-related targets and commitments, ensuring alignment with our business objectives.

In 2024, we made significant progress in our environmental stewardship. We secured 212 million kWh of project-sourced renewable energy, an increase of 20 percent from 2023, and began supporting several new renewable energy projects in both the U.S. and Europe. We are on target to reach our goal of matching 100 percent of our annual global electricity

consumption with renewable energy by the end of 2025. Our commitment to reducing greenhouse gas emissions is unwavering, and we have set both near- and long-term emissions reduction targets validated by the Science Based Target initiative (SBTi).

Our sustainability journey is not just about meeting goals – it is about embedding responsibility into the fabric of our culture and providing our employees with opportunities to make a difference. More than 20,000 employees participated in volunteering, giving and cultural access programs in 2024, contributing over 180,000 hours of service. We continue to invest in our workforce, providing learning opportunities, supporting professional growth and fostering an inclusive environment.

As we look ahead, Bloomberg remains dedicated to driving positive change and creating lasting impact, guided by our long-standing principle that transparent markets empower investors, fuel entrepreneurs and support economic growth. We will continue to evolve our sustainability practices, engage with stakeholders and uphold the highest standards of integrity and ethical conduct. Together, we can build a more sustainable future.

Vlad Kliatchko

Chief Executive Officer

About Bloomberg

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

Our company

Bloomberg is headquartered at 731 Lexington Avenue in New York City. We have 24,000+ employees and maintain more than 140 offices globally.

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. While our businesses have evolved, our mission continues to be to provide our clients with the data they need to manage risks and identify opportunities in a changing global landscape.

Our operations

Our offices occupy over 5 million square feet of space.

Our people

Our employees include engineers and technologists, data scientists and researchers, product designers, journalists and professionals in corporate roles, including sales and customer support. We have a global workforce and pride ourselves in being open and collaborative.

Our products

Bloomberg Professional Services

Bloomberg Professional Services provide data, news and research, powerful analytics, community connections and world-class trading and risk management capabilities via the Bloomberg Terminal® service and enterprise solutions. Our products foster better collaboration and enable financial professionals to make smarter, faster and better-informed decisions.

Bloomberg Editorial & Research and Bloomberg Media

Bloomberg L.P.'s Editorial & Research team is comprised of more than 3,000 journalists and analysts in more than 100 bureaus around the world. Bloomberg Media, Bloomberg L.P.'s consumer-facing media division, is a 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.

Bloomberg Industry Group

Bloomberg Industry Group, an affiliate of Bloomberg L.P., empowers professionals in government, law, tax and accounting with expertise, industry knowledge and AI-enabled technology, positioning them to take decisive action.



The iconic Bloomberg Terminal.

To learn more about Bloomberg, visit bloomberg.com/company.

Our approach to sustainability

Our materiality assessment provides the foundation for our sustainability strategy, reporting and governance.

At Bloomberg, our approach to sustainability is grounded in a clear understanding of the topics that matter most to our business and key stakeholders. Our stakeholders include our customers, employees, suppliers, communities and policymakers. In 2024, we conducted a materiality assessment to validate our sustainability strategy, reporting and governance. It serves as a critical tool for identifying and prioritizing the issues with the greatest relevance and impact – ensuring that our efforts are focused, credible and responsive to stakeholder expectations.

The assessment also supports our readiness to comply with a broad range of global sustainability-related disclosure requirements. It defines Bloomberg's material sustainability topics along with the related impacts, risks and opportunities and assesses the company's impact on society as well as the implications of those developments for our business. The outcomes of this assessment are integrated into our sustainability governance framework and inform our strategic priorities, stakeholder engagement and reporting practices – including content in this sustainability report.

Our process

We applied a structured methodology to ensure a robust and transparent assessment:

Establish business and stakeholder context

We leveraged our comprehensive understanding of Bloomberg's operations, value chain and key stakeholders. This included defining the scope of our entities, analyzing core products and services and mapping key interdependencies across suppliers, internal operations and customers.

Identify key sustainability topics and emerging issues

We surfaced relevant sustainability topics by reviewing public disclosures from peer companies and vendors, analyzing internal data and referencing evolving regulatory expectations. These insights resulted in a list of potential environmental, social and governance issues.

Determine and prioritize material topics

We assessed the materiality and priority of material topics using both qualitative and quantitative data further supported by validation with stakeholders.

Validate output

The resulting material topics and analysis were reviewed and approved by Bloomberg's Sustainability Oversight Committee to ensure strategic alignment and organizational accountability.

Review and confirm results

We validated the findings through targeted discussions with key stakeholders to ensure alignment with business priorities and reporting expectations. The final set of material topics (see next page) reflects both internal strategic goals and external expectations.



Our Princeton offices are powered by 88 percent on-site renewable energy.
Photo: Taka Ogawa

Continued >

Our material topics

Our assessment identified five material sustainability topics, which guide our strategy, reporting and governance.

Energy & emissions

Bloomberg is committed to supporting the global transition to a low-carbon economy. This includes managing the environmental impact of our own operations.

Employee attraction, retention and development

High-performing talent is central to our long-term success. We are focused on providing a growth-oriented workplace with an emphasis on learning and career development opportunities.

Community and social engagement

We aim to create positive social impact through corporate philanthropy and volunteerism. Our efforts focus on supporting local communities in the regions where we operate.

Business ethics

We maintain high standards of integrity and ethical conduct across our business. This includes robust governance frameworks and policies that uphold compliance, anti-corruption, responsible procurement and human rights.

Risk management

Managing risk is essential to maintaining trust and business continuity. This includes protecting our systems and data, managing emerging technology risks such as artificial intelligence and preparing for and responding to business disruptions across our global operations.

Key metrics

97%

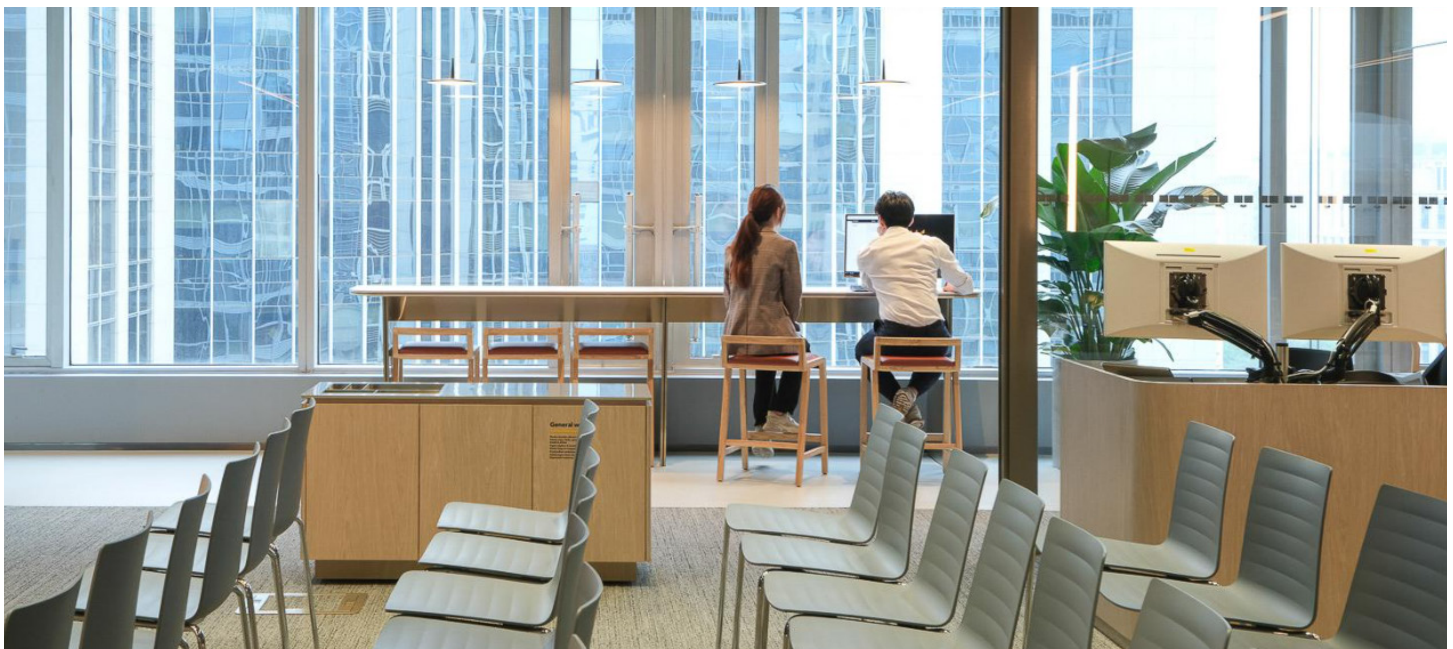
We identified key drivers for approximately **97 percent** of Bloomberg's emissions footprint in 2024, enabling Bloomberg to develop initiatives that will enable future emissions reductions in line with our emissions reduction targets.

66%

We added new renewable energy projects in both the U.S. and Europe, enabling us to be on target to reach our goal of matching 100 percent of our global electricity consumption with renewable energy by 2025. Overall, we matched approximately **66 percent** of our global electricity consumption with renewable energy and certificates in 2024.

20,000+

More than 20,000 employees participated in volunteering, giving and cultural access programs in 2024.



Employees in conversation.

Sustainability governance

Our company's leaders drive our sustainability efforts.

Our Founder

Michael R. Bloomberg is the Founder of Bloomberg and the UN Secretary General's Special Envoy on Climate Ambition and Solutions, along with numerous other distinctions. He continues to guide the direction of the company, and he receives regular updates on sustainability-related strategic business initiatives.

Board of Directors

Bloomberg Inc.'s Board of Directors is composed of leaders with deep experience in finance, technology, media, philanthropy and government. The Board lends expertise to sustainability matters in relation to Bloomberg's business strategy.

Management Committee

Bloomberg's Management Committee helps oversee corporate strategy and operations. Business leaders consult and update Management Committee members on global sustainability strategy and related topics. The Management Committee provides strategic direction to ensure alignment with business objectives, supports resource allocation related to sustainability issues and raises relevant topics with the Board of Directors.

The Management Committee is composed of eight members: the company's Founder, Co-Founder, Chair Emeritus, Chief Executive Officer, President, Chief Financial Officer, Chief Legal Officer and the CEO of Bloomberg Philanthropies.

Sustainability Oversight Committee

In 2024, Bloomberg formed a new sustainability committee composed of Bloomberg's CEO, CFO and Chief Legal Officer to provide oversight and approval of the firm's sustainability strategy, including the management of its climate-related risks, impacts and opportunities, and its climate decarbonization strategy. The Sustainability Oversight Committee approves firmwide sustainability policies, external targets and commitments, external sustainability reporting and sustainability-related product development.

Business leadership

Sustainability is centrally managed by the Bloomberg Global Sustainability Office and is embedded across Bloomberg. The Bloomberg Global Sustainability Office works closely with Line of Business and Department leaders to provide guidance and input on strategies and support strategic execution.



A view of a conference room. Photo: Nicholas Worley

Our business

Structural and systemic shifts driven by climate change and biodiversity loss are creating risks and opportunities for companies and investors worldwide. We deliver data, analytics, indices, news, research and expert insights to help investors, lenders, companies and policymakers navigate these transitions and integrate climate and nature considerations into their most critical decisions.

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Sustainable finance products

Our data, benchmarks and analytical tools help investors, lenders, companies and policymakers manage risks and opportunities in a changing world.

Bloomberg provides high-quality sustainability data and analytics as well as industry-leading and bespoke sustainability benchmarks.

Investment firms, banks and companies can use Bloomberg's sustainability data and analytics to drive decision making, manage climate risks, support their compliance with regulatory requirements and more. Our sustainability data and analytics are displayed alongside fundamental financial data on the Bloomberg Terminal and are also available via Bloomberg Data License. Our data and analytics are integrated into Bloomberg's portfolio and risk management solutions, making it easier for users to incorporate this information into their investment and compliance workflows.

Our sustainability data and analytics are displayed alongside fundamental financial data on the Bloomberg Terminal and integrated into our portfolio and risk management solutions.

In 2024, we expanded and deepened our financial solutions to support clients looking to assess their exposure to the economic impacts of climate change and integrate sustainability data into their investment and risk management processes. We enhanced functionality on Bloomberg's portfolio and risk analytics solutions to assist investors in measuring, managing and reporting on the sustainability characteristics of their investment portfolios. We also developed a new climate risk module¹ that helps portfolio and risk managers assess and manage climate-related financial risks using various climate scenarios such as ones made available by the Network for Greening the Financial System.

On January 2, 2025, we announced a strategic transaction to enhance the carbon markets data and analytics available to Bloomberg customers. As a result of the transaction, ownership of the comprehensive voluntary carbon credit projects and resultant pricing and valuation analytics developed by Viridios AI over the past five years was transferred to Bloomberg.

¹ Released in February 2025.

Our sustainability solutions

Sustainability data coverage	Material risk factors
High-quality, globally sourced sustainability data with unmatched breadth, depth and consistency across sectors and geographies. Backed by rigorous quality controls, our data empowers clients to act confidently on sustainability insights that matter.	Peer-based ESG scores grounded in material ESG topics relevant to company performance, disclosure practices and industry content and driven by Bloomberg fundamental and quantitative research.
Sustainable fixed income	Climate & nature risk
Granular, trusted data on sustainable bonds that helps financial market participants price labeled instruments, evaluate disclosures and align with evolving market and portfolio standards. From issuance frameworks to post-issuance reporting, we deliver the insights needed to integrate sustainability across fixed income standards.	In-depth analysis of climate and nature-related risks, covering physical, transition and sovereign risks. These solutions support regulatory reporting and uncover opportunities in the climate transition.
Portfolio analytics & reporting	Sustainability indices
Portfolio tools to help investors integrate ESG factors into strategy, with analysis, benchmarking and scenario modeling. Users can evaluate ESG impact, identify optimization opportunities and backtest strategies while maintaining risk-return alignment across portfolios.	Customizable sustainability and climate indices across asset classes, designed to benchmark sustainable investment strategies with transparency and rigor. From Paris-aligned benchmarks to sustainable fixed income indices, these solutions track performance, capital flows and climate alignment across global markets.

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2024 product highlights

Enhanced physical risk data

As severe weather disruptions become more frequent, financial firms are starting to integrate physical risk into their financial models. However, obtaining asset-level company data and converting climate insights into financial metrics is a challenge. Bloomberg's physical climate risk solution, launched in 2023, uses Bloomberg's asset-level data and climate modeling from climate risk data and technology provider riskthinking.AI to assess the financial impact of climate risks on the individual assets of more than 48,000 companies globally across four climate scenarios, with projections extending to 2050.

Our physical risk solution helps firms assess the financial impact of climate risks on the individual assets of more than 48,000 companies globally.

In 2024, riskthinking.AI updated the solution's methodology to help quantify the financial impact of physical climate risk based on the replacement values of each company asset if it were damaged by severe weather events. These cost estimates are broken down by long-term and short-term climate risks, such as cyclones, wildfires and extreme heat, and cover the period from 2025 to 2050. This enhancement helps provide financial firms with the near-term and long-term physical risk data they've been seeking to make informed decisions.

A better view of transition risk

As the world transitions to a low-carbon economy, Bloomberg continues to enhance its climate solutions suite, empowering investors to align portfolios with their respective transition strategies and uncover emerging opportunities. In 2024, we expanded these offerings to provide a more comprehensive view of transition risk – including forward-looking assessments of revenue risks and opportunities across various climate pathways, powered by detailed BloombergNEF (BNEF) data.

The enhanced transition analytics suite also features insights into corporate carbon emissions targets, evaluates the credibility of those targets and identifies net-zero leaders and laggards – enabling investors to assess the likelihood of companies achieving their climate commitments.

New insights into nature and biodiversity

With nature and biodiversity loss accelerating, investors are seeking ways to assess the financial risks companies face due to their dependence on natural resources. In 2024, Bloomberg launched a solution that provides data and analytics on nature-related impacts and dependencies across the operations and value chains of more than 50,000 companies.

This offering combines Bloomberg's data on company revenue segmentation, supply chains and asset locations with biodiversity-related geospatial data from the Natural History Museum in London, helping to provide a more accurate understanding of ecological conditions in the areas where companies operate. Using these insights, investors can generate a comprehensive assessment of a company's relationships with nature, including its level of involvement with products linked to deforestation, its exposure to regions facing water scarcity, its approach to environmental risks and its performance compared to the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations.

More transparent Bloomberg ESG Scores

Bloomberg's proprietary Environmental, Social & Governance (ESG) Scores, available on the Bloomberg Terminal, allow users to quickly and simply evaluate the ESG performance of more than 16,000 companies in over 100 countries. Via a web portal launched in 2024, companies can now view how their Bloomberg ESG Scores appear to Terminal subscribers, understand how they compare to peers and review our scoring methodologies. Companies can also submit edits to publicly reported ESG data points, which serve as the basis for their Bloomberg ESG Scores, via the portal.

2024 awards

In 2024, Bloomberg won two A-Team awards for its Data License Plus ESG Manager solution. We were also named ESG Data Provider of the Year (Americas) by Environmental Finance and Best ESG Data Provider by WatersTechnology.



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News, media and research

Our news, media and research divisions provide extensive content and insights on climate and sustainability issues.

News & media

Bloomberg L.P.'s 3,000+ journalists and analysts in 100+ global bureaus deliver more than 7,000 stories a day to Bloomberg Terminal subscribers. We feature regular coverage of sustainable finance and corporate governance on the Terminal, with a particular focus on trends in climate change, workplace culture, green finance, investment into the energy transition and emissions accountability.

Bloomberg News content is made available through our news site Bloomberg.com, Bloomberg TV, the various publications produced by Bloomberg Media and our streaming video network Bloomberg Originals. Bloomberg Media, our consumer-facing media division, is a leading global multi-channel media 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 type of media, including digital, social, TV, radio, print and live events.

In 2024, the Bloomberg News team chronicled the stresses posed to the financial system by our worsening climate.



A screening of the Bloomberg Originals series "An Optimist's Guide to the Planet."

Bloomberg Green's "[Uncovered](#)" series showed that much of the planet is becoming uninsurable, depriving societies of an economically essential system for living with risk. Bloomberg journalists also wrote about the threat posed to global emissions targets by the AI data center boom and covered tools that Wall Street is inventing to cope with risks posed by extreme weather.

Our sustainability reporting appears across our global media brands.

[Bloomberg Green](#)

Climate news and data-driven insights from Bloomberg's global newsroom

[Bloomberg Businessweek](#)

In-depth journalism on the business world, including companies facing climate-related risks and opportunities

[Bloomberg Markets](#)

Global reporting and analysis of financial markets and economics

[Bloomberg Originals](#)

Original streaming video programming, including mini-documentaries on climate issues

[Bloomberg Television](#)

News and interview programs featuring regular analysis of ESG investing and emerging technologies, policies and trends

[Bloomberg Radio](#)

The latest developments in green technology, as covered in the "Bloomberg Green Business Report"

[Bloomberg podcasts](#)

Weekly podcasts, including "Zero," which explores the net-zero transition and clean technologies

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Media and research events

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

Bloomberg New Economy

Each year, Bloomberg Media's 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. In October, Bloomberg Media hosted Bloomberg New Economy at B20 in São Paulo prior to the annual G20 forum for the business community. The event convened public and private sector leaders for conversations about economic development and transformation, complementing the theme of the 2024 B20 Summit, "Inclusive Growth for a Sustainable Future."

Bloomberg Green Festival

The first-ever Bloomberg Green Festival drew investors, policy-makers, innovators and filmmakers to Seattle to explore climate solutions via town halls, roundtables, documentary screenings and more. The festival covered four themes: technology and innovation, the climate economy, greener living and green policy.

Bloomberg at COP29

Against the backdrop of the United Nations Climate Change Conference in Baku, Azerbaijan, Bloomberg Green facilitated candid conversations with climate and sustainability leaders on cross-sector approaches to support decarbonization and create resilient economies for all. BloombergNEF hosted a roundtable and a briefing session for C-suite executives and thought leaders while providing speakers for other events and roundtables.

BloombergNEF events

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 2024, BloombergNEF hosted six BNEF Summits, supported by its market-leading research, in London, Munich, New Delhi, New York, San Francisco and Shanghai. BNEF also held 16 regional forums – each focused on a theme such as climate tech, supply chains or the future of commodities – bringing the event to Chicago, Geneva, Los Angeles, Madrid and Paris for the first time.

Bloomberg New Voices

The Bloomberg New Voices initiative aims to improve our news coverage by expanding the pool of financial experts tapped to comment on Bloomberg's media outlets around the world. In 2024, the program advanced its efforts to ensure our coverage includes a broad range of perspectives. For example, the program added more female experts to the newsroom's source database – growing from 500 in 2018 to more than 10,000 today – and brought its media training to São Paulo for the first time.

Since its launch, New Voices has sponsored intensive media training for over 700 senior executives in 16 global cities. In 2025, the initiative will expand to Doha (as part of the Qatar Economic Forum) and Milan.



A panel discussion at a BloombergNEF Summit.

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Research

Bloomberg Intelligence (BI), Bloomberg's investment research arm, delivers an independent perspective, providing interactive data, tools and research across 2,200 companies, industries and global markets, plus insights into company fundamentals, from nearly 500 research professionals. BI covers a wide range of topics from an industry and a strategy perspective across regions and asset classes, including equity, credit and ESG, among others. BI's industry research spans more than 10 major sectors and 120+ industries, including healthcare, autos, agriculture, metals & mining and technology.

The BI ESG team focuses on sustainability issues that impact companies and industries. It has developed industry primers on more than 20 industries and numerous topics, ranging from biodiversity to supply chain risk. The team develops data to help clients understand the implications of climate change, including industry-specific decarbonization reports and the costs associated with the physical impacts of climate change. In 2024, the BI ESG team hosted a virtual conference called COP 28.5 that featured panel discussions on topics ranging from the role of oil and gas in decarbonization to the funding of an orderly transition to a net-zero economy and the intersection of nature and climate. Later in the year, the team held an in-person event that featured five ESG investment themes, including carbon removals and supply chain risks. Key reports from the team included work exploring trends in sustainable finance and cybersecurity and reviews of trends in shareholder resolutions.

The BI ESG team also provides data-driven solutions and insights that support clients' entire investment processes, from idea generation to portfolio construction and risk management, combining ESG funds and holdings analysis with financial and fundamentals data to help clients make better informed investment decisions. In 2024, this included the BI ESG Market Navigator, a global survey that measured sentiment across investors and C-suite executives; the ESG ETF Tracker, a suite of investment solutions to map market appetite, risks and performance across markets and regions; and *Women Capital*, a deep dive report examining progress, challenges and diversity outcomes across both developed and emerging markets. The team also hosted the third edition of the BI ESG Investing Summit, convening participants to discuss investment challenges and opportunities.

BloombergNEF, 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.

In 2024 BNEF published more than 2,500 research publications on the global low-carbon transition and commodity markets, including updated editions of its annual [New Energy Outlook](#), which provides long-term energy and climate scenarios, and

[Electric Vehicle Outlook](#), which examines trends impacting the electric transition.

BNEF also released a new version of its Transition Risk Assessment Company Tool (TRACT), an analytical tool that enables financial institutions to assess exposure to risk and opportunity in the low-carbon transition using impacts derived from BNEF energy and climate scenarios. The NetZero Pathfinders initiative, a BNEF resource for policymakers that showcases real-world decarbonization strategies, released a new framework for effective climate policy design, as well as substantive new work on emerging markets energy transition investment and opportunities to scale up zero-emission trucking.

BNEF's [Climatescope](#) program completed its thirteenth year, providing an online market assessment tool, report and index that evaluates the readiness of individual markets, particularly emerging markets, to put energy transition investment to work. Climatescope's *Emerging Markets Power Factbook 2024* provided data on 110 emerging markets.

Identifying pioneering technologies

[BNEF Pioneers](#) is an annual competition that identifies game-changing technologies or innovations with the potential to accelerate global decarbonization and halt climate change. In 2024, BloombergNEF awarded its Pioneers prize to 11 climate innovators in four categories: relieving bottlenecks in clean power, decarbonizing buildings, creating net-zero fuels and a wildcard category open to other climate tech innovations. As of 2024, BNEF had named 152 winning companies globally that had cumulatively raised \$19.8 billion for their projects.

Learn more about the 2024 winners:
[Climate-Tech Companies to Watch in 2024](#)



BNEF honors its 2024 Pioneers award winners.

Energy & emissions

Bloomberg strives to increase 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 the most severe impacts of climate change.

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Greenhouse gas emissions reduction targets

We're implementing emissions reduction strategies that reflect global best practices.

Bloomberg is committed to reducing the company's greenhouse gas (GHG) emissions and has set both near- and long-term emissions reduction targets as well as a net-zero target. These commitments have been validated by the [Science Based Target initiative \(SBTi\)](#).

Bloomberg's long-term science-based net-zero target commits the organization to reducing absolute Scope 1, 2 and 3 emissions by 90 percent by 2040 (from a 2018 baseline). As an interim step, SBTi previously validated Bloomberg's near-term science-based targets to reduce absolute Scope 1 and Scope 2 emissions by 80 percent and absolute Scope 3 operational emissions by 30 percent, both by 2030 (from a 2018 baseline).

Our long-term target includes achieving the reductions required to meet our near-term Scope 1, 2 and 3 targets plus reductions in additional areas of Scope 3 emissions, considered "value chain" categories. We are in the process of refining emissions calculations for these additional Scope 3 categories as well as evaluating activities within currently reported categories.

See our [Performance by the Numbers](#) supplement for more information.

Bloomberg's science-based targets aim to reduce:

Scope 1 emissions

GHG emissions that occur from Bloomberg's direct use of fuel (natural gas and diesel) and refrigerants (HFCs) in our building cooling systems and aircraft fuel.

Scope 2 emissions

Indirect GHG emissions associated with Bloomberg's consumption of purchased electricity, steam, and heating and cooling for its own use.

Scope 3 emissions

Other Bloomberg indirect GHG emissions, such as business travel, purchased goods (primarily related to publishing activities), upstream energy, transport (primarily related to distribution activities) and landfill waste.

Our SBTi targets

Near-term targets (2030)

80% reduction of Scope 1 and 2 emissions, relative to a 2018 baseline

30% reduction of Scope 3 operational emissions, relative to a 2018 baseline

Long-term and net-zero targets (2040)

90% reduction across all scopes, relative to a 2018 baseline

Net-zero emissions across the value chain

Progress toward our near-term targets

In 2024, we reduced our Scope 1 and 2 emissions by 33% and our Scope 3 emissions by 30% relative to a 2018 baseline.

	2018 baseline	2024 emissions	Reduction from baseline (2024 vs 2018)	2030 SBTi reduction target
Scope 1	8,728 ¹	7,236	17%	N/A
Scope 2 ²	67,604	44,279	35%	N/A
Scope 1+2	76,331	51,516	33%	80%
Scope 3	114,523	79,643	30%	30%

¹ Emissions quantities are in metric tons of carbon dioxide equivalent (MTCO₂e). Values in this table have been rounded.

² All reported Scope 2 figures are market-based.

Our operational emissions

We're committed to reducing our carbon footprint.

Bloomberg is committed to the comprehensive measurement and reduction of its carbon emissions footprint. The majority of our emissions fall under Scope 2 and 3, which encompass indirect emissions resulting from purchased electricity as well as activities across our broader value chain, including business travel, purchased goods and upstream transport.

In 2024, four primary areas drove approximately 97 percent of Bloomberg's total annual operational emissions footprint: our offices,¹ data centers,² business travel³ and publishing operations.

The largest single contributor was business travel, which represented approximately 46 percent of total operational emissions, reflecting an increase in travel volume driven by Bloomberg's global client engagement and operational coordination. Emissions from data centers contributed approximately 25 percent to the total operational emissions footprint, underscoring the energy-intensive nature of the infrastructure required to deliver Bloomberg's real-time financial data services. Offices generated approximately 18 percent of total operational emissions.

¹ Offices include support sites such as warehouses and storage facilities.

² Data center emissions include emissions from computers, servers, routers, network nodes, radio towers and a portfolio of shared network sites.

Finally, publishing our print magazines accounted for approximately 9 percent of total emissions.

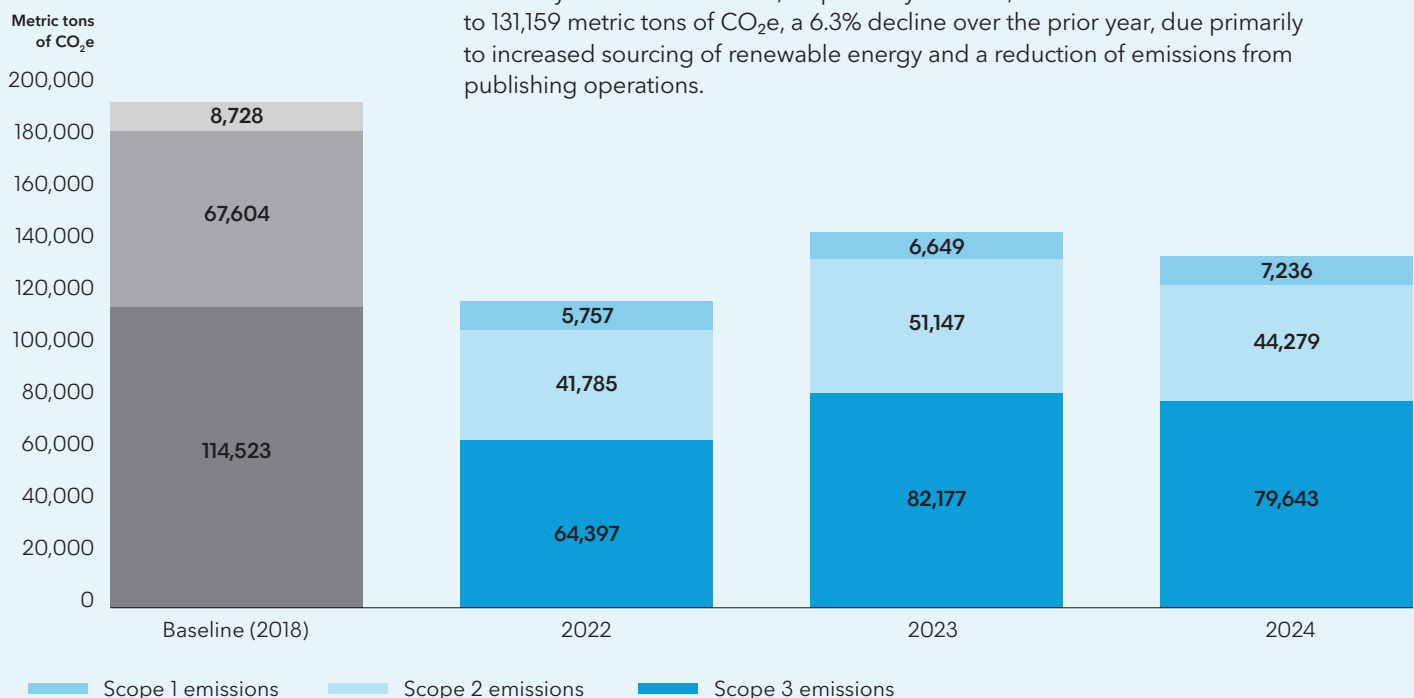
Together with our renewable energy procurement strategy, these four sources of emissions represent the main decarbonization levers for Bloomberg's ongoing emissions reduction efforts. Addressing them is critical to achieving our near- and long-term emissions reduction targets.

Four areas drove the vast majority of our greenhouse gas emissions in 2024 – offices, data centers, business travel and publishing.

On the following pages, we discuss key actions we took in these areas in 2024 to reduce our greenhouse gas emissions and enhance our sustainability practices.

³ Business travel includes emissions from Scope 3, Category 6; Scope 1 (aircraft fuel); and Scope 3, Category 3 (private aircraft fuel upstream emissions).

Emissions by scope



Renewable energy

We're on track to match 100 percent of our annual global electricity consumption with renewable energy.

Since 2016, we have continued to expand our renewable energy procurement program, delivering both emissions reductions and financial benefits. We're on track to meet our goal of matching 100 percent of our global electricity consumption with renewable energy by 2025. This achievement will also contribute to a reduction in Scope 2 market-based emissions required to meet our near-term science-based targets. In 2024, we secured 212 million kilowatt-hours (kWh) of renewable energy – an increase of 20 percent from 2023 – from a combination of on- and off-site solar and wind sites globally, plus a hydropower allocation from a local utility in the U.S.

This includes our support for the Mockingbird Solar Center in Paris, Texas, which began producing energy in September 2024. We expect that the energy generated by Mockingbird and other existing renewable energy projects in 2025 will allow us to match 100 percent of our annual U.S. electricity consumption. Overall, in 2024, sourced renewable energy from our U.S. project portfolio matched 54 percent of our global purchased electricity, up from 48 percent in 2023.

Outside the United States, markets, incentives and availability of renewable energy vary by country, but we strive to ensure we are investing in renewable energy where we're consuming it. In 2024, we decreased our purchase of certified renewable

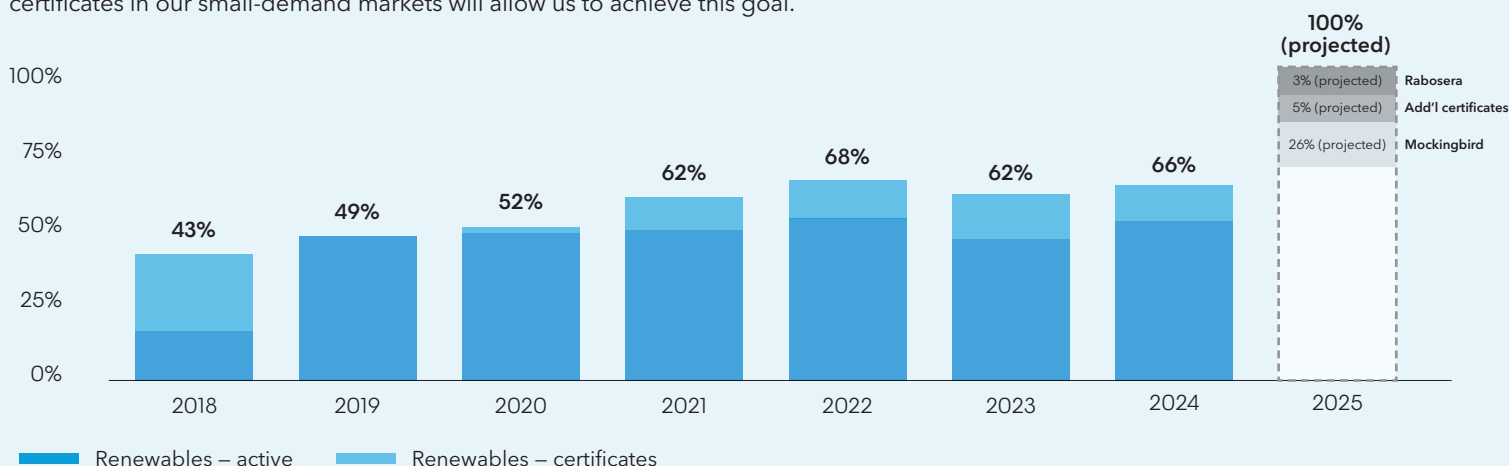
energy via our electricity supply contracts across Europe, the Middle East and Africa (EMEA). We also signed a new 7.3 MW (megawatt) power purchase agreement with the Rabosera Solar Project in Spain, which began producing energy in January 2025. The project will generate a volume of clean energy equivalent to Bloomberg's total continental European electricity consumption.

We matched 66 percent of our 2024 global electricity consumption with renewables and certificates.

In addition to the projects cited above, we sourced 49 million kWh of renewable energy, equal to approximately 12 percent of our global electricity consumption, via environmental certificates. Overall, sourcing of renewables and certificates enabled us to match approximately 66 percent of our global electricity consumption over the year.

Renewable energy procurement

We've pledged to match 100% of our annual global electricity consumption with energy from certified renewable sources by 2025. We expect that the full-year impact of our two newest renewable energy projects – the Mockingbird Solar Center in the U.S. and the Rabosera Solar Project in Spain – along with existing renewable energy projects and sourcing of certificates in our small-demand markets will allow us to achieve this goal.



Our offices

We seek to reduce energy consumption and drive efficiencies in our offices and operations.



Our European headquarters building is one of the most sustainably designed offices in the world. Photo: Nigel Young / Foster + Partners

In 2024, Bloomberg maintained more than 140 offices globally, representing 5 million square feet, which consumed 141 million kWh of electricity, about 36 percent of our global electricity consumption. Consumption in 2024 was essentially flat versus 2023, despite accommodating moderate year-over-year headcount growth.

By 2030, we aimed to reduce electricity consumption per employee across our office portfolio by 10 percent from a 2018 baseline. In 2024, we met and exceeded that goal, achieving a 17 percent reduction against the baseline.

In 2024, we initiated several projects to reduce energy consumption and drive efficiency. These included:

- Exploring building optimization strategies such as controls upgrades and building services replacements at our global headquarters in New York City
- Completing a sub-meter installation and reconfiguration program across our EMEA offices
- Replacing lighting and lighting controls at office and support locations

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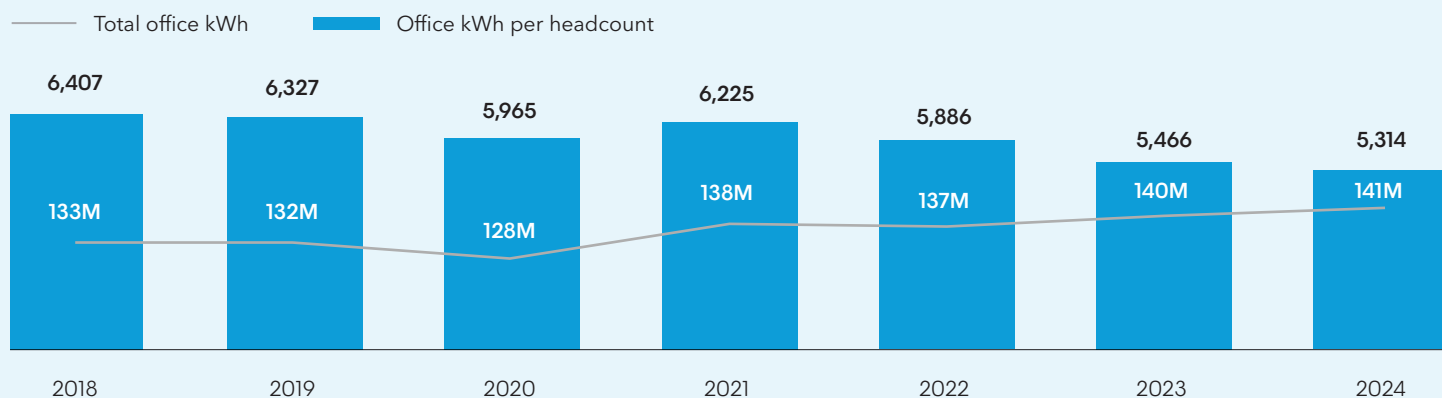


Employees in motion.

Office energy consumption

Total kWh and kWh per headcount

We monitor kilowatt-hour (kWh) consumption per headcount, inclusive of on-site contingent workers and managed vendors, as a measure of our overall office and support location energy efficiency. In 2024, our kWh consumption per headcount decreased by **3%** while our overall kWh consumption increased by **0.4%**. Since 2018, our kWh consumption per headcount has fallen by **17%** as our overall kWh consumption has increased by **6%**.



Continued >

We strive to operate sustainably and follow best practices by procuring goods and services responsibly, conserving energy, reducing waste and prioritizing the health and well-being of our employees and visitors across our offices.

We aim to limit the environmental impact of our buildings by prioritizing investments in environmentally certified office spaces. Where feasible, we strive for new projects – including refurbishments and expansions – to be certified to market-leading levels of performance under Leadership in Energy and Environmental Design (LEED) or Building Research Establishment Environmental Assessment Method (BREEAM) standards.

More than 80 percent of Bloomberg employees work in environmentally certified office spaces. At year-end, our staff occupied 39 environmentally certified projects on six continents. We currently have three new projects in the process of obtaining certifications.

More than 80 percent of Bloomberg employees work in environmentally certified office spaces.

In 2024, we achieved LEED Gold certification for the second floor of our global headquarters in New York City; LEED Gold for six floors at our other New York City offices; and BREEAM Outstanding for our latest floor fit-out at 3 Queen Victoria Street in London.

Keeping our employees safe and healthy while in our offices around the world is a top priority. We first achieved the WELL Health-Safety Rating on Facility Operations and Management through the International WELL Building Institute in 2022. We pursued and achieved our recertification in 2024 while expanding our WELL-rated sites from 78 to more than 80 Bloomberg locations, representing more than 90 percent of our global office portfolio by square footage.

Bloomberg also offers workplace benefits and initiatives that encourage and support sustainable behavior. For example, we provide free electric vehicle charging at various office locations. Three of our global offices are equipped with bicycle parking and changing facilities to support employees who choose to bike or run to work.



15 projects

LEED Platinum



Our European headquarters

BREEAM Outstanding



22 projects

LEED Gold



Our global headquarters

3-star Fitwel certification



80+ offices

WELL Health-Safety Rating



**More than 80% of
Bloomberg employees**

Based in environmentally certified office space

Data centers

We're working to increase the efficiency of our most energy-intensive assets without compromising service.



We're mitigating the impact of our data centers through energy reduction and efficiency measures.

Bloomberg data centers handle the large volume of data and analytics we provide to clients. Our ultimate objective is to ensure uninterrupted, secure storage and computing.

With continued business growth, it is expected that data center energy consumption will continue to rise. We work to mitigate the impact of our data centers through energy reduction and efficiency measures without compromising service. Anticipating ongoing data center growth, we set and monitor internal targets to support the implementation of consistent improvements in data center energy efficiency in reference to a 2018 baseline. To date, two of our data centers have been certified LEED Gold.

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. The lower the PUE, the more efficient the data center.

During 2024, expansion efforts in two of our data centers resulted in elevated PUEs, generating an overall data center portfolio PUE of 1.41. This is 1.1 percent higher than 2023, but still a 1.3 percent improvement against our 2018 baseline.

Spotlight on green computing

Members of the Green Computing Community within Bloomberg's Engineering department seek to reduce the environmental impact of the software that our engineers develop and run. The community is open to anyone within the company who develops software. The group maintains an internal green software best practice guide that provides private cloud software patterns and technology recommendations that will help improve our energy efficiency and reduce our environmental impact.

Bloomberg became a member of the Green Software Foundation in 2023 and collaborates with the foundation and other partners to define standards and frameworks. Bloomberg hopes to partner with additional industry organizations as green computing standards and policies evolve.

Business travel

We strive to mitigate the environmental impact of our business travel.

Business travel represents a significant portion of Bloomberg's total emissions – approximately 46 percent in 2024 – as Bloomberg's business model features a high level of customer support through personal engagement. This includes visiting clients in person and convening large-scale meetings and events globally.

In 2024, Bloomberg employees traveled 212 million miles, generating 60,616 metric tons of CO₂e emissions. This represents a 5 percent increase in miles traveled and a 3 percent increase in travel emissions over the prior year. Travel emissions have increased approximately 8 percent since 2018.

To mitigate the environmental impact of our business travel, we work with our travel vendors to understand and influence their emissions reduction strategies and seek to benefit from their sustainability initiatives. Bloomberg also invests in environmental projects (see our [California Voluntary Carbon Market Disclosure](#) for more details). These projects annually generate carbon credits equivalent to our emissions generated from our business travel.

Choosing sustainability

Many of our employees use our self-service travel portal to book business trips. In 2024, we integrated sustainability parameters and education into our online travel booking system to assist employees in finding sustainable options when booking travel. These include prompts that:

- Encourage rail travel on routes where this option is feasible
- Identify routes and carriers that are more carbon efficient
- Highlight hotels that meet sustainability criteria
- Encourage longer stays and fewer trips when possible



Bloomberg provides free electric vehicle charging at various office locations.

Publishing and shipping

We're integrating sustainability into our value chain.

Publishing operations

We employ a number of strategies to limit the environmental impacts of our publishing activities. Bloomberg has used Forest Stewardship Council (FSC)-certified paper for all magazines since 2009. In recent years, we've consolidated our domestic publishing facilities, which has slightly increased distribution emissions but supports more efficient resource consumption and management. We continue to look for opportunities to reduce our impact by streamlining our publishing and distribution efforts.

In 2024, publishing operations represented approximately 9 percent of total company emissions. We published two print magazines – *Bloomberg Businessweek* and *Bloomberg Markets* – consuming 2.5 million pounds of paper and distributing 4.7 million copies globally. Publishing operations generated 11,553 metric tons of CO₂e, a 28 percent reduction versus 2023, due to reducing our total number of printed magazines by 51 percent and decreasing magazine paper usage by 27 percent.

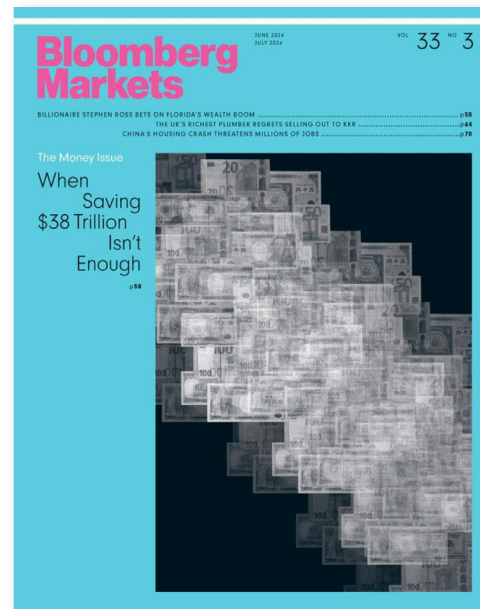
Most of these reductions came from *Bloomberg Businessweek*, which reduced its paper consumption by 37 percent and distribution emissions by 36 percent year-over-year, due to reductions in publishing frequency and an increase in digital access.

Shipping operations

On an ongoing basis, we seek to improve the efficiency of our shipping operations while reducing environmental impact through forward stocking, logistics optimization and utilization of greener delivery options.

Key initiatives:

- We started an "air to ground" program to drive shipments to a more sustainable mode when possible, contributing to our 2024 emissions reductions.
- Throughout our warehouse network, we seek to reuse and repurpose packaging materials, as well as to increase the recycled content of newly purchased packaging materials.
- We have transitioned to local sourcing of packaging, which has minimized the need to distribute materials from a centralized location, reducing transportation emissions and costs.



Bloomberg magazines are published on Forest Stewardship Council-certified paper.



Our workforce & communities

We look to creative and collaborative employees with diverse experiences and a global outlook to shape the future of our company. We inspire our employees by providing opportunities to make a difference and supporting their personal growth.

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Employee attraction, retention and development

We invest in our employees' professional growth.

Leadership and talent development

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

Investing in and supporting the professional growth and career development of employees positively impacts our business. With our global footprint and diverse business, we provide employees with opportunities to learn, contribute, collaborate and shape their career paths.

Our Leadership & Talent Development team supports talent management through programs, systems and tools designed to retain, develop and invest in our employees. This talent pipeline continued to play a critical role in our success in 2024, with most leadership roles filled internally.

Our onboarding program for new hires is vital, helping employees acclimate to our culture and enabling them to have a productive and innovative first year at Bloomberg. Through the program, new hires learn about our business and values, connect with our Human Resources and Corporate Philanthropy teams, meet with senior leaders and network with their peers and the wider Bloomberg community. In 2024, we welcomed more than 2,100 new hires globally.

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. Bloomberg also provides full-time employees with development opportunities such as tuition fee reimbursement for pre-approved, job-related courses.

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. In 2024, we continued to invest in our employees through the delivery of programs designed to build our internal leadership pipeline. These included upskilling employees identified as future team leaders, providing high-touch support for recently promoted and newly hired managers and providing opportunities for employees to expand their networks.



Mike Bloomberg shares insights at a leadership training session.

Continued >

Health and well-being

Bloomberg provides programs and benefits designed to improve the financial, physical and mental health and well-being of employees and their dependents. We support employees' work and family needs across major life events with benefits that align with our corporate priorities.

We offer programs that provide our global employee population access to healthcare, life and disability insurance. Our benefit plans feature resources to assist with fertility, adoption, lactation, parenting, childcare, education and adult/elder care (programs vary by location). We provide all new parents with parental leave worldwide and back-up dependent care options in the U.S., which employees can alternatively use to cover tutoring for their minor dependents.

In 2024, we expanded our physical wellness programming in the U.S., adding new wellness coaches who provide in-person or virtual coaching for employees across the country. Five of our global offices are also equipped with on-site health clinics.

Our financial well-being benefits include financial education and access to financial planners, student loan refinancing, income protection through insurance and access to retirement savings

plans that include a Bloomberg-provided matching contribution. Additionally, a new program launched in 2024 provides U.S. employees with education about Medicare.

Employee mental health and resiliency continue to be key priorities. In the U.S., Bloomberg's mental health benefits include counseling, therapy and telehealth services, including on-site employee assistance program resources in New York and New Jersey. In 2024, we expanded our Mental Health Advocates program, which trains employees to become mental health advocates who can provide support and guidance to their colleagues.

Inclusion at Bloomberg

Bloomberg is dedicated to attracting and retaining a diverse workforce, creating an environment where everyone is included and set up for success through talent and hard work. We recognize that a variety of backgrounds and perspectives enriches our culture, enhances client service and benefits our business outcomes. We incorporate our own learnings on how we can best foster an inclusive environment that supports our ongoing growth.



Bloomberg office pantries provide places to take a break or meet with colleagues. Photo: Nicholas Worley

Community and social engagement

Giving back is central to our culture.



At Bloomberg, we give back to the cities in which we live and work, using our employees' time and talents and our company's resources to create lasting impact. Our employee engagement program, the Best of Bloomberg (BOB), includes volunteering, giving and cultural access programs and enables us to drive social impact in four key areas: addressing the world's most pressing needs, promoting an inclusive global economy, expanding access to data and technology, and broadening perspectives in media and the arts. We look to fulfill unmet needs in our communities, deepen engagement with our colleagues, clients and partners and improve lives around the world.

In 2024, 20,000+ colleagues across our global offices participated in BOB programs – volunteering with local nonprofits, donating to causes that matter to them and accessing cultural institutions and charitable events through Bloomberg's corporate memberships and partnerships. Bloomberg volunteers contributed over 180,000 hours of service in support of local causes as together we addressed some of the most serious challenges society faces.



Left, top to bottom: Employees assembling necessities kits for people experiencing homelessness; volunteers harvesting vegetables; employees packing rice.
Right: Volunteers building new homes.

Continued >

2024 highlights

Environmental stewardship

Through Bloomberg Corporate Philanthropy, employees have the opportunity to take local action in support of the environment through a range of stewardship projects and activities. Employees can engage throughout the year – and especially during Earth Month – to support our nonprofit partners by collecting litter, planting vegetation, preparing habitats and food for animals, clearing away invasive species and cleaning up rivers, shorelines and wetland areas, and fostering community. Employees can also contribute to scientific research around natural and environmental issues, donate clothing and household items to encourage re-use and responsibly dispose of personal electronic items.



Employees clearing invasive plants from the local landscape.

Food insecurity

Food insecurity impacts global communities. According to a 2024 UN report on global hunger, roughly one in eleven people go hungry – approximately 733 million individuals. It is a pervasive challenge that disrupts lives and worsens existing societal inequalities.

Throughout the year, Bloomberg employees across our global offices collaborate with organizations to impact the problem in their local communities. Activities include joining with local nonprofit organizations to prepare and deliver meals for the elderly, people with disabilities, socially isolated people and people experiencing homelessness; running food drives; packing meals for families in need; and working with food rescue and redistribution networks to help redirect surplus food and contribute to a more circular economy.



Volunteers preparing Thanksgiving pies.

BOBlympics

Timed to coincide with the 2024 Paris Olympics, our two-week BOBlympics campaign engaged thousands of employees globally and provided an opportunity to grow charitable contributions for nonprofit partners working in four focus areas: education, food insecurity, the environment, and mental and physical well-being. These focus areas align with Bloomberg's broader commitment to address the world's most pressing needs.



A BOBlympics team building bikes for children.

Employees competed on teams in activities such as bike builds, trivia challenges, kit packing races and various team sports, with winning teams directing charitable contributions to the focus area of their choice. Charitable support through BOBlympics enabled our nonprofit partners to:

- Prepare tens of thousands of meals for underserved communities
- Mentor thousands of students for the next year and beyond
- Distribute tens of thousands of kits of essential health and hygiene items
- Plant thousands of trees and preserve urban green spaces
- Provide hundreds of individuals with mental and physical support services

Governance

We build policies, processes and technology to ensure we maintain continued operations, meet client expectations, comply with regulatory requirements and achieve our business objectives.

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Business ethics

We operate with integrity, transparency and accountability.

At Bloomberg, we are committed to ensuring that we conduct business in an ethical manner – responsibly, honestly and in compliance with applicable laws and regulations. Whether we're supporting our clients, communities or each other, we operate with integrity, transparency and accountability.

Ethical conduct

The Bloomberg Global Core Guide provides employees with information about their employment terms, benefits and responsibilities. It includes an Employee Code of Conduct and Ethics which sets forth clear and transparent ethical standards that serve as the foundation for our work culture and create an environment in which our employees can do their best work. Employees receive mandatory training on the company's policies and best practices.

Bloomberg maintains a continuing policy of non-discrimination in employment. We comply with applicable laws and regulations protecting employees' rights to unionize in the workplace as well as laws prohibiting modern slavery, including forced and child labor.

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 can reach out to managers, HR or Compliance for advice and to report concerns.

Anyone who wishes to submit concerns about ethical misconduct anonymously, or otherwise, can do so through our Bloomberg Ethics Hotline. The Bloomberg Ethics Hotline operates 24/7, 365 days a year, is available in multiple languages and is run by an independent, third-party provider. Bloomberg investigates reports of misconduct, carries out root cause analysis reviews and implements remediation plans, as necessary.

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. Bloomberg's policies are available to all employees, and employees are required to attest to complying with the policies on an annual basis. Employees must complete mandatory training, including sessions on Bloomberg's anti-bribery and corruption policy, anti-money laundering policy, sanctions compliance, privacy, social media standards, and anti-harassment and anti-discrimination policies.

In addition to the Bloomberg Employee Code of Conduct and Ethics, *The Bloomberg Way* and our Journalistic Code of Conduct set out standards we require our journalists to follow. *The Bloomberg Way* spells out guiding principles of transparency, accuracy and integrity for Bloomberg News.



A meeting space at one of our offices. Photo: Nicholas Worley

Risk management

We identify, assess and manage risks for our products, operations and people as part of our approach to sustainability.

Bloomberg is committed to appropriately managing risk and minimizing its impact on our business.

Bloomberg views risk management as essential to the overall success of our business. Our people embed risk management in our processes and operations to help make the organization resilient and adapt to change in an ever-evolving and dynamic risk landscape.

We use a “three lines of defense” risk management model. Our first line of defense is the business, which is accountable for identifying and managing risk. Our second line of defense is our enterprise risk management and compliance functions, which drive consistency in the application of our risk frameworks and policies and provide oversight of the first line. Our third line of defense is our internal audit function.

We expect our employees to take a proactive approach towards the identification and management of risks in their day-to-day activities, and we provide training to help them more effectively detect and report risks. We also require employees to complete emergency preparedness and business continuity training to certify their understanding of the tools and systems available and their individual responsibilities in the event of a business disruption.

We evolve our risk management practices in line with emerging regulatory objectives, industry best practices, client expectations and business goals.

Business continuity

Extreme weather events, natural disasters, power outages, geopolitical activities and civil unrest can occur at any time and may impact Bloomberg facilities, infrastructure, personnel, products, services and/or functions.

Bloomberg’s Enterprise Resilience and Incident Management (ERIM) team leads the firm’s response to physical risks and business interruptions, providing an organized and consolidated approach towards business continuity and physical security incident management. The ERIM team 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 affect business operations to help the business continue to support our clients.

Our business continuity tools and processes protect the integrity of our operations and allow us to continue supporting clients while resolving business interruptions as quickly as possible. Throughout 2024, the ERIM team facilitated training for employees involved in our business continuity and incident management processes, updating courses to reflect the changing risk environment. The team supported Bloomberg’s business lines in the development of their business impact assessments and business continuity plans, and conducted incident management team simulations and exercises. In regions at risk of earthquakes, ERIM conducted earthquake preparedness sessions and drills in partnership with Bloomberg’s Global Health and Life Safety team.



A workspace at one of our offices.

Continued >



A Bloomberg pantry with a view.

Responsible supply chain management

Bloomberg works with its vendors to operate an efficient supply chain that supports corporate responsibility, long-term value creation and risk mitigation. Our Supplier Code of Conduct is designed to ensure that our vendors around the world understand and agree to our requirement that they conduct their operations in a responsible and sustainable manner.

Our Supplier Code of Conduct also describes our policies regarding various aspects of our sustainability program, including modern slavery, human rights, health and safety, environmental protections, ethics and more. Bloomberg publishes annual statements regarding the firm's commitment to mitigate the risk of and exposure to modern slavery in our supply chain and business.

Our Vendor Risk Management team calculates a risk score for vendors that drives our due diligence process. Our due diligence process includes assessments of vendor policies. Our business continuity tools and processes protect the integrity of our operations and allow us to continue supporting clients while resolving business interruptions as quickly as possible.

In 2024, we implemented vendor ESG pilot surveys, which enabled us to assess our vendor information gathering processes. Based on these findings, we will continue to take steps to enhance our vendor risk assessment and remediation processes.

Information security and data privacy

We're committed to protecting our infrastructure and the data within it.

Advances in technology have enhanced and improved the way the world conducts business. These advances bring both benefits and challenges in maintaining the security, confidentiality, integrity and availability of information. Bloomberg takes numerous actions to ensure and maintain the protection of our infrastructure and the data contained within it.

Bloomberg's information security program is tailored to address the cybersecurity challenges and risks faced by our wide array of businesses and services. Bloomberg's Chief Information Security Office (CISO) works closely with internal stakeholders to continuously enhance our security program and dynamically evolve to address the threat landscape. Our program aligns closely with best practices and internationally recognized standards and includes dedicated teams focused on identifying and remediating cyber risks. The team functions include application security, vulnerability management, threat intelligence and cyber security operations. Additionally, Bloomberg maintains a training program to increase information security awareness across our employee workforce.

Bloomberg implements measures designed to protect our data and data centers from unauthorized access, malicious information system attacks, and natural and man-made disasters. Bloomberg designs for high availability via redundancy in both its IT infrastructure and application architectures. Contingency procedures are maintained and tested to minimize potential disruption.

Data privacy

Bloomberg is committed to compliance with our privacy obligations. We employ a global team of professionals to advise on and oversee the implementation of data protection measures and uphold and monitor compliance with applicable data protection laws.

Bloomberg's privacy program includes policies, procedures, controls and oversight to ensure that the personal data from our clients and employees is held and used appropriately across the company. We apply restrictions on employee access to personal data. The privacy notices we provide to individuals whose personal data we process explain our personal data collection, use and disclosure practices. Employees receive mandatory data privacy training.

Responsible AI

Bloomberg's business is built on technology that makes news, research, financial data and analytics searchable, discoverable and actionable across the global capital markets. For more than 15 years, we have been using artificial intelligence (AI) to support our clients in deriving valuable intelligence and actionable insights from the financial information we offer. AI helps to process and organize the ever-increasing volume of structured and unstructured information needed to make informed decisions and deliver clarity when clients need it most.

Our AI systems are reasonably designed to operate at the speed of the financial markets, delivering answers that are transparent and accurate. We have implemented procedures to ensure compliance with our AI policies, including structured product evaluations that account for different types of inputs that may introduce bias. We continuously evaluate and enhance our products when model performance deviates from established thresholds.

For generative AI, we have implemented solutions to reduce the risk of hallucinations and deployed AI guardrails that assess model inputs and outputs to mitigate a range of potential risks. We also conduct regular red-teaming exercises to identify and minimize risks of using this technology. Finally, we take steps to enable human input into business decisions. For example, we provide transparent attribution to source documents for AI-generated responses so users can validate the model's output.

Bloomberg's enterprise-wide approach to AI risk management supports responsible, trustworthy AI development. AI governance is shared among: the Legal & Compliance department, which ensures alignment with applicable laws and regulations; the Chief Risk Office, which owns the company's AI policy and supporting processes; the Office of the CTO, which defines the firm's strategy for AI and other core technologies; and our Engineering department, which provides oversight of the development and implementation of AI solutions. The firm remains committed to continuously evolving its AI risk management framework in response to the dynamic technological and regulatory landscape.

