

FACTSET EUROPE LIMITED GENDER PAY GAP REPORT

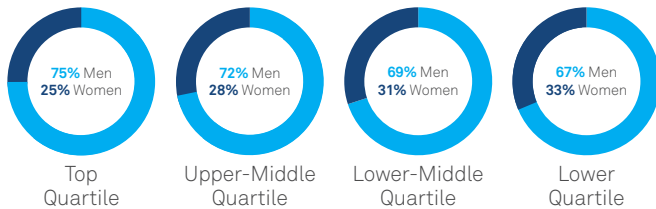
Across the globe, clients value FactSet’s dedication to service. It is not just what we do, it is how we do it, that helps us deliver on our mission to solve our clients’ greatest challenges with the power of collaboration and makes us a great place to work.

At FactSet we believe our best ideas can come from anyone, anywhere, anytime. We have a diverse global workforce and we do our utmost to foster an inclusive culture where everyone can bring their whole self to work, contribute at their maximum potential and grow in their career. We believe that FactSet’s designation as one of the UK’s Best Workplaces™ by Great Place to Work® reinforces our commitment to our innovative and industry-leading talent.

Below is our gender pay gap data as of April 5, 2019, which covers FactSet Europe Limited, FactSet’s only UK entity with 250 or more employees, in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 reporting requirements.

PAY QUARTILES

This chart shows the gender distribution at FactSet Europe Limited across four equally sized quartiles:



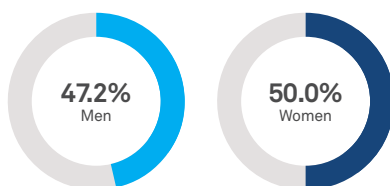
PAY AND BONUS GAP

This table shows the mean and median gender pay gap both for hourly pay rates and bonus payments during the reporting period:

	Mean	Median
Hourly Rate	17.9%	7.9%
Bonus Payments	24.9%	36.0%

BONUS PAYMENTS BY GENDER

The percentage of employees of each gender receiving bonus payments during the reporting period:



WHAT FACTSET IS DOING TO ADDRESS THE GAP

FactSet is at the intersection between technology and finance, and women are often under-represented in both industries. FactSet Europe Limited’s employee distribution as of the April 5, 2019 reference date, was 71% men and 29% women. This breakdown is reflected in our pay quartile data in a consistent way. We are encouraged to see an improved distribution of women in the lower-middle quartile and a slight improvement in the lower quartile. We believe remaining imbalances are not insurmountable as we continue to execute on our Diversity and Inclusion strategy.

One of FactSet’s long-term goals is to be the career destination for the best and the brightest. We are encouraged by responses to a recent survey where 92% of employees at FactSet Europe Limited felt they were treated fairly regardless of their gender.

We believe that the most effective and innovative teams are diverse by a variety of measures. Increasing the representation of women is an important component of broadening diversity and inclusion. We have made progress in the last few years and still have work to do.

In 2020, FactSet remains committed to advancing diversity and inclusion, including four key areas crucial to our continued success. We are focused on demonstrating our leaders’ visible commitment to diversity and inclusion, implementing a diversity recruiting strategy, retaining and advancing our diverse talent pipeline, and continuing to foster an inclusive workplace.

In order to achieve our diversity goals we track our recruitment pipeline, conduct annual review of promotions and overall gender demographics, continue to educate our workforce on unconscious bias to ensure we are championing all talent. We are implementing Women’s Business Resource Groups designed to foster career growth, enable networking, and support the development of the next generation of female leaders. Finally, we are implementing additional sponsorship and mentoring programs and diversity best practices globally.

OUR COMMITMENT TO OUR EMPLOYEES AND OUR INDUSTRY

I confirm that the above data is accurate and in accordance with the UK gender reporting legislation. In addition, I want to reinforce my personal commitment to bringing additional focus to increasing FactSet’s internal pipeline of diverse leaders and providing programs to support their development.

Senior Vice President, Chief Human Resources Officer
FactSet Research Systems