

FactSet's UK Modern Slavery Act Statement 2025

This statement is made on behalf of FactSet Research Systems Inc. and its worldwide subsidiaries ("FactSet"), pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015, and serves as FactSet's slavery and human trafficking statement for the financial year ending 31 August 2025.

INTRODUCTION FROM SANOKE VISWANATHAN, CHIEF EXECUTIVE OFFICER

As a global provider of flexible, open data and software solutions, FactSet is committed to combating slavery and human trafficking in our business and supply chains. FactSet employees are expected to report possible violations of law or company policy, including suspected violations of human trafficking laws, using appropriate reporting channels. Managers, in turn, are expected to escalate and act upon any such reports.

At FactSet, we are proud of our corporate social responsibility programme and the volunteer work that we do in our local communities. In 2025, our employees volunteered their time on hundreds of environmental protection, education, hunger prevention, and disaster response projects. As we grow our business and expand into new markets around the world, we remain true to our values and our commitment to ethical business practices, ensuring that corporate social responsibility is a component of our strategic development plans.

ORGANISATION'S STRUCTURE AND BUSINESS

We are a major supplier of online-integrated financial and economic information to the investment management and banking industries. FactSet has approximately 13,000 employees worldwide in 35 office locations in 19 countries. The FactSet Charitable Foundation is a non-profit, non-stock corporation established by FactSet.

OUR SUPPLY CHAINS

FactSet operates in an industry with relatively low risk of modern slavery or human trafficking. Our supply chains include suppliers based in locations around the world who provide a range of services and products, from data licensing to IT infrastructure and local food service. FactSet is committed to ethical business practices and compliance with applicable laws and regulations, and we expect the same of all our suppliers.

OUR VALUES AND POLICIES

At FactSet, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As such, we have implemented the FactSet Supply Chain Code of Conduct, available on our public website. We expect all our global suppliers and their respective supply chains to uphold similar standards of ethical conduct and to act in accordance with the FactSet Supply Chain Code of Conduct. This demonstrates our support and commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to prohibit forced or child labour and human trafficking in our supply chains.

Our Human Rights Policy, available on our public website, outlines our commitment to conduct appropriate due diligence on our business partners to identify any suppliers or others in our value chain engaged in human rights abuses or other illegal activity. Our suppliers undergo regular screening for legal violations and potential risks. If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to mitigating those impacts and cooperating in their fair and equitable remediation.

EMPLOYEES

As a global corporate citizen, we understand the importance of investing in the communities where we operate. Through our company volunteer programme, FactSet employees contribute their time and talents to various organisations whose missions align with our priority cause areas: the environment, education, hunger alleviation and disaster response. In financial year 2025, FactSet employees dedicated over 17,200 volunteer hours across nearly 400 volunteer events. The programme is led by a global team and supported by local Corporate Responsibility committees who engage colleagues in strategic service projects to make a difference in our local communities.

The FactSet Charitable Foundation's cornerstone 'Signature Partners' grant programme is dedicated to empowering people to become innovators and leaders in technology and finance. The FactSet Charitable Foundation aims to support and improve the communities in which we work by elevating the next generation of leaders, paving the way for higher education, and building the groundwork for success.

Our annual Sustainability Report is available on our public website and details how we manage our global business through our fair and transparent governance processes and equip our staff to uphold the highest standards of ethics.

Our Code of Business Conduct and Ethics is available on our public website and applies to all employees globally. The Code serves as a resource to help employees navigate complex legal and ethical issues in the workplace. All employees are required to affirm and recertify their commitment to the Code of Business Conduct and Ethics on an annual basis. Mandatory training programmes educate new hires and other employees on how to conduct business in compliance with applicable laws, regulations, and our Code of Business Conduct and Ethics.

If employees have concerns about possible wrongdoing or a suspected violation of the law or our Code of Business Conduct and Ethics, these issues can be raised through appropriate channels. In situations where employees prefer to place an anonymous or confidential report, they are encouraged to do so (where consistent with local laws) using FactSet's Ethics Action Line, which is available 24 hours a day, seven days a week at <https://FactSetEthicsActionLine.com>. Our Whistleblower and Anti-Retaliation Policy supports the confidential, anonymous submission of misconduct concerns, and prohibits retaliation against any individual for reporting suspected misconduct.

NEXT STEPS

We will continue to review the effectiveness of the steps we have taken to prevent slavery or human trafficking in our operations and our supply chains and assess emerging risks, should any arise, regarding slavery and human trafficking in our business.

This slavery and human trafficking statement was approved by the Board of Directors of FactSet Research Systems Inc., FactSet Europe Limited and FactSet UK Limited on December 16, 2025.



Sanoke Viswanathan
Chief Executive Officer

Date: 16 December, 2025