

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.

OUR COMMITMENT TO DE&I

At FactSet we recognize that our best ideas can come from anyone, anywhere, at any time and help us to provide the best solutions for our clients around the globe.

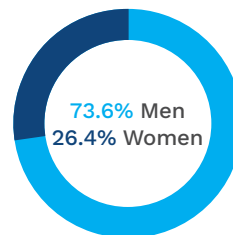
We have a diverse global workforce, unified by the FactSet spirit of going above and beyond, and we do our utmost to foster an inclusive culture where everyone can bring their whole self to work, contribute at their maximum potential, join in, be heard, and grow.

We believe that FactSet’s designation as one of the UK’s Best Workplaces in Tech and for Women™ in Large Organisations by Great Place to Work® reinforces our commitment to our innovative and industry-leading talent.

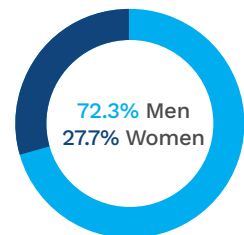
Below is our gender pay gap data as of April 5, 2021, which covers FactSet Europe Limited, FactSet’s only UK entity with 250 or more employees, in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 reporting requirements.

PAY QUANTILES

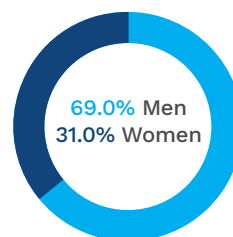
This chart shows the gender distribution at FactSet Europe Limited across four equally sized quartiles:



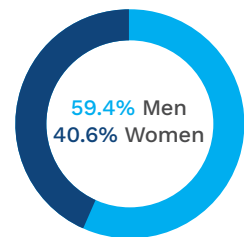
Top Quartile



Upper-Middle Quartile



Lower-Middle Quartile



Lower Quartile

PAY AND BONUS GAP

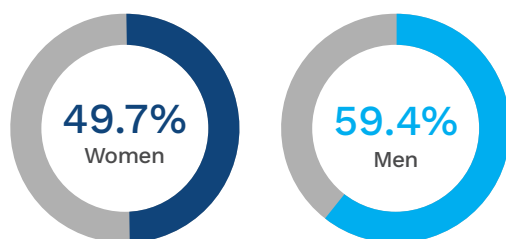
This table shows the mean and median gender pay gap both for hourly pay rates and bonus payments during the reporting period:

| | Mean | Median |
|----------------|-------|--------|
| Hourly Rate | 11.8% | 11.1% |
| Bonus Payments | 47.3% | 13.4% |



BONUS PAYMENTS BY GENDER

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



We are continuing to increase our investment in our Diversity Equity & Inclusion (DE&I) resources and initiatives and have expanded our dedicated internal DE&I team, and in fiscal year 2021, we hired our first Chief Diversity, Equity and Inclusion Officer.

We also established the FactSet Global DE&I Council, consisting of over 20 senior leaders from across FactSet who are empowered to drive our DE&I goals and create strategic accountability for results, that continued our strong commitment to our DE&I strategy.

We have also focused on continuing to grow our DE&I efforts by continuing to hold ourselves more accountable and sharing more diversity through disclosing our workforce demographics in our annual [Corporate Responsibility Report](#).

By 2023 we aspire to measurably change and increase the demographic representation of our employees to better include underrepresented groups.

PEOPLE PROCESSES, RETENTION AND ADVANCEMENT

In 2021 we embedded DE&I into all our Global Talent Processes, including talent reviews and promotions, we investigated any statistical demographic differences and took appropriate action. We continue to expand our DE&I team and further invest in this work.

Recruitment

We focus on hiring talent who contribute diverse backgrounds, perspectives, and experience to our company. FactSet's diversity recruiting strategy is supported by multiple partnerships with a wide range of universities, associations, and organizations, as well as a fair and equitable process to deliver the most diverse candidate pool possible for all positions.

Our global Talent Acquisition team has been trained in best practices around developing inclusive job descriptions, prioritizing candidate evaluation criteria, and disrupting bias in the interview process. Through engagements and partnerships, we develop annual recruitment strategies so that FactSet is seen as an employer of choice for all.

Education

In 2021, we continued to engage and develop FactSetters through an enriched catalogue of educational engagement initiatives on gender, race, oppression, identity, intersectionality, unconscious bias, and how to become supportive allies, in addition to facilitating numerous mentorship and development programs to boost employee advancement and support talent development across the organization.

Engagement

We also continue to foster engagement by empowering our global Business Resource Groups (BRGs), to provide safe networking spaces, champion change and facilitate a robust and well attended calendar of virtual events, enabling all FactSetters to bring their authentic selves to work.

WHAT FACTSET IS DOING TO ADDRESS THE GAP

FactSet is at the intersection between technology and finance, and women are under-represented in both industries.

FactSet Europe Limited's employee distribution as of the April 5, 2021 reference date, was 68.6% men and 31.4% 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 top and lower-middle quartiles.

While we are proud of some early successes, we are not yet where we want to be and acknowledge that we need to do more to speed up the pace of change and increase representation across all levels. However, we believe remaining imbalances are not insurmountable as we continue to invest and execute on our DE&I strategy.

One of FactSet's long-term goals is to be an Employer of Choice. We are encouraged by responses to a recent survey where 85% of employees at FactSet Europe Limited felt they were treated fairly, regardless of their gender, gender identity or expression.

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 2021, FactSet remained committed to creating sustained equitable impact for all stakeholders including employees, clients, investors and society. To this end, we will continue to invest and take further action to expand and deepen our global DE&I journey to ensure an inclusive and equitable workplace where everyone feels a sense of equity, inclusion and belonging.

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, we want to reinforce our personal commitment to bringing additional focus to increasing the gender representation of FactSet's internal pipeline of leaders and providing programs to support their development.

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Reporting notes: All data is as of April 5 2021. Gender data is based on self-identification. We recognise that our current gender reporting is not yet inclusive of people who identify as non-binary.