

FACTSET RESEARCH SYSTEMS INC.

Compensation and Talent Committee Charter

I. Purpose

The Compensation and Talent Committee (the "Committee") of the Board of Directors (the "Board") of FactSet Research Systems Inc. (the "Company" or "FactSet") shall assist the Board and management in all matters relating to recruiting, hiring, retaining and compensating the Company's directors, executive officers and employees, to the extent the Board's oversight and approval is required or appropriate.

II. Composition and Membership

The Committee shall consist of a minimum of three directors. Members of the Committee, including its Chair, shall be appointed by the Board upon the recommendation of the Board's Nominating and Corporate Governance Committee for a term to continue until Committee assignments are renewed, and each member of the Committee may be removed with or without cause by the Board in its discretion at any time.

All members of the Committee shall be independent directors as required by applicable regulations, including the listing standards of the New York Stock Exchange and the Nasdaq Stock Market. Committee members should have a general understanding of executive compensation practices for the purpose of furthering the recruitment and retention of executives and key employees and aligning executive compensation with stockholder interests.

III. Duties and Responsibilities

The following are the duties and responsibilities of the Committee:

- A. The Committee shall assist the Board in developing and evaluating potential candidates for executive positions with FactSet, including the Chief Executive Officer ("CEO") position, and shall oversee the development of executive succession plans. The Committee shall regularly review the Company's leadership development efforts.
- B. The Committee shall regularly review the Company's human capital management, talent, and cultural environment practices, and may request, receive and discuss reports from management on such topics as it deems appropriate.
- C. The Committee shall define and approve an overall compensation philosophy and strategy for the Company and its executive officers and employees. The Committee shall receive a periodic report on how the Company's compensation programs implement the compensation philosophy and affect its employees.

- D. The Committee shall review and approve, on at least an annual basis, the corporate goals and objectives with respect to compensation for the CEO. The Committee shall evaluate at least once per year the CEO's performance in light of these goals and objectives and, based upon these evaluations, shall set the CEO's annual compensation, including salary, bonus and equity and non-equity incentive compensation, on both an annual and long-term basis. The evaluation may be based on quantitative as well as qualitative objectives, and any quantitative objectives such as performance metrics shall be based on and reflect the strategic and operating plans approved by the Board. The Committee shall conduct deliberations regarding the CEO's compensation in executive session without the CEO present.
- E. In addition to the CEO, the Committee shall review and approve, on at least an annual basis, the evaluation process and compensation structure for the other designated executive officers of the Company and the Company's Executive Leadership Team (collectively, "Company Executive Officers"). The Committee shall discuss at least once per year the Company Executive Officers' performance based upon evaluations and recommendations from the CEO, and the Committee shall approve the annual compensation of the Company's Executive Officers, including salary, bonus and equity and non-equity incentive compensation, on both an annual and long-term basis. The evaluations may be based on quantitative as well as qualitative objectives, and any quantitative objectives such as performance metrics shall be based on and reflect the strategic and operating plans approved by the Board. The Committee shall conduct deliberations regarding compensation of each Company Executive Officer in executive session without such Company Executive Officer present.
- F. The Committee may also monitor and evaluate the performance and compensation of other Company employees, as it deems appropriate, including reviewing the structure and payments of incentive plans to Company employees generally.
- G. The Committee shall review the Company's equity incentive compensation and other stock-based plans and recommend changes in such plans to the Board to the extent deemed appropriate. The Committee shall have and shall exercise all the authority of the Board with respect to administration of such plans.
- H. The Committee shall review and approve any new or materially amended change of control, severance or retirement plans covering the CEO and the Company Executive Officers. Any change of control provisions or severance or retirement payments for the CEO or any Company Executive Officer not pursuant to such plans shall be subject to the Committee's review and approval.
- I. The Committee shall review incentive compensation arrangements to confirm that such arrangements do not encourage unnecessary risk-taking. The Committee shall also review and discuss at least annually the relationship between risk management policies and practices and compensation, evaluate compensation policies and practices that could mitigate any such risk, and assess whether such compensation policies, and practices and programs for Company employees could

lead to excessive risk-taking behavior that would be reasonably likely to have a material adverse effect on the Company.

- J. The Committee shall annually review and approve the Company's peer group for purposes of evaluating the Company's compensation competitiveness.
- K. In evaluating and determining compensation for the CEO and Company Executive Officers, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Securities Exchange Act of 1934, as amended (the "Exchange Act"). Further, the Committee shall review and recommend to the Board for approval the frequency with which the Company will conduct Say on Pay Votes, taking into account the results of the most recent stockholder advisory vote on frequency of Say on Pay Votes required by Section 14A of the Exchange Act, and review and approve the proposals regarding the Say on Pay Vote and the frequency of the Say on Pay Vote to be included in the Company's proxy statement.
- L. The Committee shall produce the Compensation Committee Report regarding executive compensation for inclusion in the Company's proxy statement and shall also review and approve, and recommend to the Board for approval, the Company's Compensation Discussion and Analysis on executive compensation for inclusion in the Company's proxy statement, in accordance with Securities and Exchange Commission rules.
- M. The Committee shall, at least annually, assess whether the work of any compensation consultants involved in determining or recommending executive or director compensation has raised any conflict of interest that is required to be disclosed in the Company's proxy statement.
- N. The Committee shall review and approve policies related to incentive compensation recoupment provisions. The Committee shall be responsible for any incentive compensation recoupment provision.
- O. The Committee shall annually review compensation for non-employee directors and make recommendations to the Board for its approval.
- P. The Committee shall review, approve and monitor compliance with any proposed stock ownership guidelines for the directors and Company Executive Officers of the Company.

IV. Meetings

The Committee shall meet at least four times a year or more frequently as necessary to carry out its responsibilities under this Charter. The timing of the meetings shall be determined by the Committee. Meetings may be held in person or by conference telephone call or other communication method by means of which all persons participating in the meeting can hear each

other and participate. At least one Committee meeting annually shall be required to: (i) set executive compensation; and (ii) evaluate management recommendations regarding the grants of bonuses and equity to officers and other employees and approve appropriate grants individually and in the aggregate, as appropriate.

The Committee Chair shall, in consultation with the other members of the Committee and appropriate executives of the Company, establish an annual agenda and the agenda for each Committee meeting. Any Committee member may submit items to be included on the agenda.

A majority of the Committee members will constitute a quorum for conducting business at a meeting of the Committee and the affirmative vote of a majority of members present at a meeting at which a quorum is present shall constitute the action of the Committee. The Committee may also act by unanimous written consent of its members. The Committee Chair shall supervise the conduct of the meetings and may have other related responsibilities as the Committee may specify from time to time.

The Committee may include senior executives in its meetings as it deems appropriate, but in no case should a Company Executive Officer attend that portion of any meeting where such individual's performance or compensation is discussed, unless specifically invited by the Committee.

The Committee may hold executive sessions in its discretion and may hold a joint meeting with other Board committees from time to time. The Committee shall provide the Board with periodic reports of the Committee's activities and proceedings. The Committee shall maintain written minutes of its meetings, and reasonably promptly review and approve the written minutes after each meeting, which approved minutes shall be filed with the minutes of the meetings of the Board.

V. Resources and Authority

The Committee shall have the resources and authority necessary to discharge its duties and responsibilities, including the sole authority to retain, oversee and terminate compensation consultants, accountants, independent legal counsel, experts and other advisors as the Committee may deem appropriate in its sole discretion to assist in the execution of the Committee's responsibilities (collectively, "Advisors"). The Committee shall have sole authority to approve the fees and other retention terms for its Advisors and for payment of ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

In selecting Advisors, the Committee shall consider factors it deems appropriate in light of applicable law and listing standards, including all factors relevant to the Advisors' independence from management. The Committee shall not be required to implement or act consistently with the advice or recommendations of its Advisors. The authority granted in this Charter shall not affect the ability or obligation of the Committee to exercise its own judgment in fulfillment of its duties under this Charter.

The Committee shall perform such other functions as may otherwise be required by law or regulation, or as the Board may from time to time direct, and shall further have the authority to perform any other activities consistent with this Charter, the Company's Bylaws and governing law as the Committee deems necessary or appropriate.

The Committee shall have the authority to designate and delegate duties to such standing and ad-hoc sub-committees and individual members of the Committee as it deems necessary or desirable. To the extent required, any such subcommittee must consist of at least two members of the Committee.

VI. Performance Evaluation

The Committee shall conduct an evaluation of the effectiveness of the Committee at least annually with the assistance of the Nominating and Corporate Governance Committee.

VII. Review of Charter

The Committee shall at least annually review this Charter and recommend modifications to the Board for its approval as the Committee finds appropriate.

Approved by the Board of FactSet Research Systems Inc. on June 23, 2026.