

# FACTSET EUROPE LIMITED GENDER PAY GAP REPORT

**Across the globe, clients value FactSet’s dedication to service. It is our mission to solve our clients’ greatest challenges with the power of collaboration and inclusion that makes FactSet a great place to work.**

FactSet’s commitment to service and its dedication to our ‘Always Inclusive’ value are highly regarded by clients worldwide. Our focus on exemplary client service drives us to deliver reliable, innovative, and tailored solutions that support our clients’ success in an ever-evolving global marketplace.

‘Always Inclusive’ demonstrates our ongoing pledge to foster a welcoming and equitable environment, valuing different perspectives, backgrounds, and experiences. This commitment not only strengthens our internal culture, but also enables us to build authentic, long-lasting relationships with clients and partners around the world, ensuring we continue to meet the unique needs of a global audience.

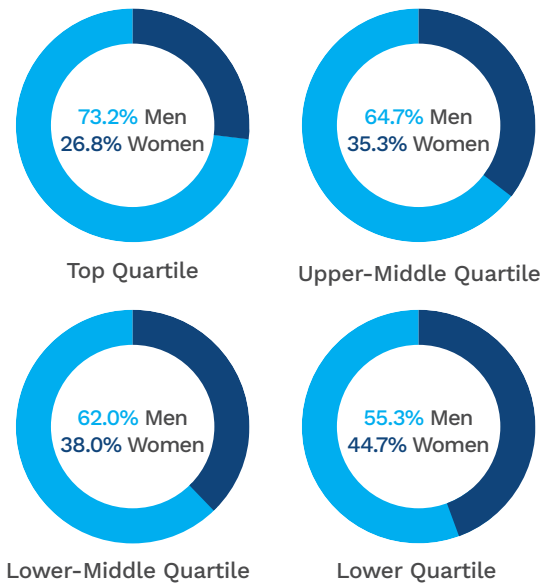
It is our mission to solve our clients’ greatest challenges with the power of collaboration and inclusion that makes FactSet a great place to work. We continue to deliver differentiated products and services to clients while remaining steadfast in our promise to be a reliable steward of the future, making a positive difference in the world.

The following is our gender pay gap data as of April 5, 2025, which covers FactSet Europe Limited, FactSet’s

only UK entity with 250 or more employees, in accordance with the UK’s 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, ranging from lowest to highest paid:



## › 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:

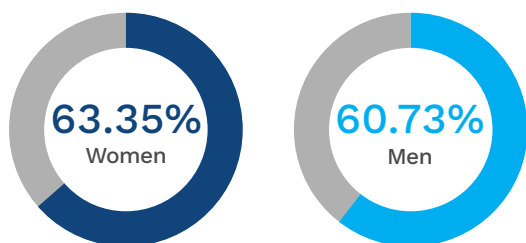
	Mean	Median
Hourly Rate	14.1%	16.0%
Bonus Payments	12.59%	18.35%



› CONTINUED OVERLEAF

### › BONUS PAYMENTS BY GENDER

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



To hold ourselves accountable, we continue to invest in our Inclusion & Belonging resources and initiatives while publishing our workforce demographics in our annual [Sustainability Report](#).

### › PEOPLE PROCESSES, RETENTION AND ADVANCEMENT

At FactSet, we know our people are our greatest asset. We believe that creativity and innovation are driven by our ability to attract, retain, and engage employees from diverse communities with unique backgrounds, abilities, and life experiences.

### › RECOGNITION

As stated in our Code of Business Conduct and Ethics, FactSet prohibits discrimination on the basis of gender identity or gender expression, and we are committed to creating an inclusive ecosystem for all FactSetters.

FactSet offers a range of inclusive benefits, including menopause support services via our UK medical insurer, allowing employees to connect with real-life, NHS-trained menopause practitioners who can offer guidance and advice for employees experiencing symptoms related to menopause and perimenopause.

### › RECRUITMENT

Our recruitment efforts are focused on hiring talent that represents our global communities and bringing diverse backgrounds, perspectives, and experiences to our company. FactSet's recruiting strategy is supported by multiple partnerships connecting us with a wide range of universities, associations, and organizations, as well as fair and equitable processes designed to deliver qualified and well-rounded candidate pools for all positions.

FactSet supports and promotes a work environment where individuals are treated with respect, provided equal opportunities based on merit, and are free from all forms of discrimination.

### › EDUCATION

In 2025, we continued to develop our workforce through an enriched catalog of educational engagement initiatives.

We continue to facilitate mentoring, shadowing, and professional development programs to promote employee advancement and retention by supporting talent development across the organization.



### › ENGAGEMENT

We continue to foster engagement by empowering our global Business Resource Groups (BRGs). Among them is our global Women's BRG, which helps provide safe networking spaces, and facilitate a variety of in-person and virtual events.

Our global FactSet Women's BRG hosted our annual EMPOWER Business Conference celebrating International Women's Day – a global celebration of women and the promotion of gender equality around the world.

We marked the date with a series of events and activities featuring inspiring guest speakers and FactSetters who shared their stories, celebrated achievements, and raised awareness of the need for equitable opportunities for all.



## › WHAT IS FACTSET DOING TO ADDRESS THE GAP?

FactSet is at the intersection of technology and finance and, historically in society, women have been underrepresented in both industries.

FactSet Europe Limited's employee distribution as of April 5, 2025, was 63.8% men and 36.2% women. We are encouraged to see a marginal improvement in the representation of women at FactSet Europe Limited, however, we did note a marginal increase in our mean and median hourly payment gaps.

In 2025, we observed an improvement in the representation of women receiving bonus payments, however, the median bonus gap did increase in this time period.

While we are proud of our advancements, we acknowledge that we must do more to accelerate the pace of change and increase representation across all levels, including women in technology and in leadership. To this end, we plan to continue investing in our Talent Development and inclusion strategies to make even more progress in this area.

As we journey toward becoming an employer of choice, we are encouraged by responses to our annual, anonymous, and confidential employee engagement survey, administered by a third-party provider, in which 82% of employees at FactSet Europe Limited said they felt they were treated fairly, regardless of their identity.

FactSet remains committed to taking actionable steps to positively impact all stakeholders including employees, clients, investors, and shareholders.



## › OUR COMMITMENT TO OUR EMPLOYEES AND OUR INDUSTRY

We confirm that the above data is accurate and in accordance with the UK gender reporting legislation.

In addition, we want to reinforce our commitment to continuing our efforts to increasing the representation of women at FactSet and providing programs to support all Factsetters' development.

*Desirée Dancy*

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