

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 delivers financial data, analytics, and open technology to help the financial community see more, think bigger, and work better.

As part of FactSet’s core values, we are committed to advancing diversity, equity, and inclusion (DE&I) at every level. We continue to deliver differentiated products and services to clients while remaining steadfast in our promise to be a reliable steward of the future and make a positive difference in the world.

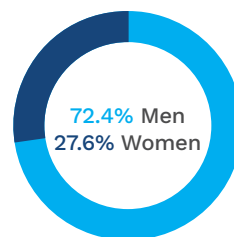
Reporting on our global workforce demographics is an integral part of our DE&I journey at FactSet as we strive to measurably change the composition of our employee demographics to better represent our global communities.

Below is our gender pay gap data as of April 5, 2022, 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.

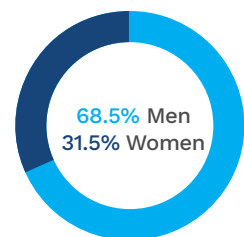


› PAY QUANTILES

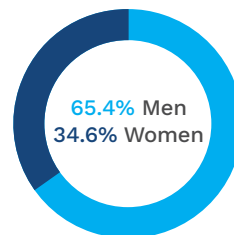
This chart shows the gender distribution at FactSet Europe Limited across four equally sized quartiles:



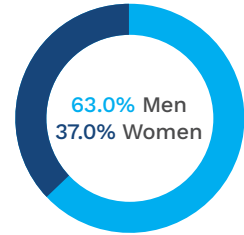
Top
Quartile



Upper-Middle
Quartile



Lower-Middle
Quartile



Lower
Quartile

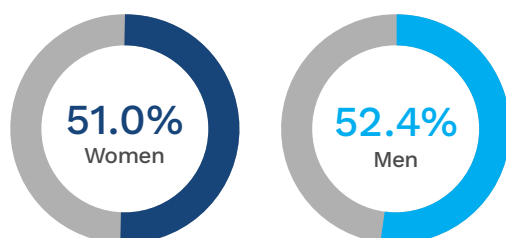
› PAY AND BONUS GAP

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	7.3%	10.4%
Bonus Payments	47.1%	19.6%

› 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 DE&I resources and initiatives, further holding ourselves accountable through the publishing of our workforce demographics in our annual [Sustainability Report](#).

As a key component in our efforts to drive fair and equitable administration of pay, we completed a Global Pay Equity Review in fiscal year 2022. We engaged an outside firm to assess the degree of systemic gender equity in the salaries of our employees worldwide.

After controlling for various salary-influencing factors, the study found there was not a statistically significant association at our company between salary and gender worldwide.

The study found that, on a global basis at our company, **women are paid more than 99% on average of what men are paid**. Following this assessment, we will continue to keep pay equity as a DE&I priority.

› PEOPLE PROCESSES, RETENTION AND ADVANCEMENT

As we continue working toward gender equity, we are proud to be an employer that promotes an inclusive culture and empowers women as they grow their careers.

In 2022, we further embedded DE&I into all our Global Talent Processes, including talent reviews and promotions. We will continue to expand and further our investment in this work.

› RECRUITMENT

Our recruitment efforts are focused on hiring talent representative of our global communities and bringing diverse backgrounds, perspectives, and experiences to our company.

FactSet's diversity 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 diverse candidate slates for all positions.

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

› EDUCATION

In 2022, we continued to engage and develop our workforce through an enriched catalogue of educational engagement initiatives on gender, race, identity, intersectionality, unconscious bias, and allyship, in addition to the launch of our interfaith education series.

Moving forward, we are also facilitating sponsorship, mentorship, 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), employee-led networks that help foster an inclusive environment for learning and growth, provide safe networking spaces, champion change and facilitate a robust calendar of in-person and virtual events.

In 2022, we launched the BRG Recognition Program. We know our BRGs play a crucial role in contributing to a more engaged and inclusive workplace, and the BRG Recognition Program recognizes and celebrates BRG leaders for their hard work, dedication, and leadership of programming that inspires and engages colleagues around the world.

Furthermore, we have also added BRG leadership performance into applicable annual employee performance reviews and have established annual

› CONTINUED OVERLEAF

equity awards for all BRG Co-chairs as well as notable BRG Steering Committee members who have gone above and beyond in their roles.

› RECOGNITION

Women in Finance

Kisa Mwakasala (pictured below) a Director of Sales in the UK, was selected as the winner of the 2022 European Women in Finance Rising Star Award for her exceptional leadership in business, dedication to DE&I as a founding Co-chair of the EMEA Multicultural BRG, and for her commitment to service.



Fairygodboss

FactSet was recognized as one of Fairygodboss's Best Companies for Women and as Best Technology Company in 2022.

› 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, 2022, was 67.8% men and 32.2% women.

We are encouraged to see an improvement in the representation of women at FactSet overall, and in the representation of women receiving bonus payments. We are also encouraged to see progress in our mean and median gender pay gap for hourly pay rates and the mean pay gap for bonus payments. We did, however, note

an increase in our median bonus payment gap.

We continue to see an improved distribution of women in the top, upper-middle and lower-middle quartiles. While we are proud of these improvements, we are still not yet where we want to be and acknowledge that we must do more to accelerate the pace of change and increase representation across all levels, including Women in Tech and Women in Leadership. We plan to continue investing in our DE&I strategy.

In our progression toward becoming an employer of choice, we are encouraged to see responses to our annual, anonymous and confidential employee engagement survey administered by a third-party where 85% of employees at FactSet Europe Limited felt they were treated fairly, regardless of their gender, gender identity or expression.

We believe that diversity helps to build the most effective and innovative teams by a variety of measures. Increasing the representation of women is an important component of broadening diversity and inclusion, and while we have seen progress in the past few years, there is still work to do.

In 2022, FactSet remained committed to creating sustained equitable impact for all stakeholders including employees, clients, investors, and shareholders.

To this end, we will continue to invest and take further action to expand and deepen our global DE&I journey and to promote an inclusive and equitable workplace where everyone feels a sense of belonging.

› 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 personal commitment to increasing the number of women leaders at FactSet and providing programs to support their development.

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