

FACTSET EUROPE LIMITED GENDER PAY GAP REPORT

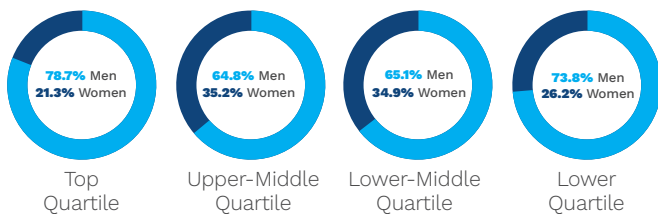
› Across the globe, clients value FactSet’s dedication to service. It is not just what we do, it is how we do it, that helps us deliver on our mission to solve our clients’ greatest challenges with the power of collaboration and makes us a great place to work.

From our founding almost 40 years ago until today, FactSet has been grounded in the belief that our best ideas can come from anyone, anywhere, anytime. We have a diverse global workforce and we do our utmost to foster an inclusive culture where everyone can bring their whole self to work, contribute at their maximum potential and grow in their career. We believe that FactSet’s designation as one of the UK’s Best Workplaces™ 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, 2017, 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:



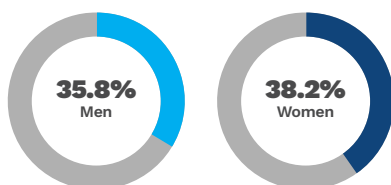
PAY AND BONUS GAP

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	12.9%	2.9%
Bonus Payments	54.0%	37.1%

BONUS PAYMENTS BY GENDER

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



WHAT FACTSET IS DOING TO ADDRESS THE GAP

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

FactSet Europe Limited’s employee distribution as of the April 5, 2017 reference date was 70.6% men and 29.4% women. We are encouraged to see a positive distribution of women in the two middle quartiles, and that although there is an imbalance in the top quartile, we believe it is not insurmountable. We expect we will address this imbalance with the execution of our long-term Diversity and Inclusion strategy.

One of FactSet’s long-term goals is to be the career destination for the best and the brightest. 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 2017, we focused on Diversity and Inclusion as a key business initiative. Our global CEO, Phil Snow, signed the CEO Action for Diversity & Inclusion, signifying the company’s pledge to act on supporting an inclusive workplace.

In 2018, we will focus on executing our diversity strategy, including expanding our recruiting practices, investing in employee resource groups, creating additional sponsorship and mentoring programs, and continuing to build best practices globally.

FactSet already has numerous informal groups designed to support career growth for women, including active Lean In Circles in several offices. These small groups enable networking, personal and professional development and a strong community of women within the firm.

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, I want to reinforce my personal commitment to bringing additional focus to increasing FactSet’s internal pipeline of diverse leaders and providing programs to support their development.

Senior Vice President, Chief Human Resources Officer
FactSet Research Systems

Reporting notes: Data restated in 2022 to include equity and conform with reporting requirements.