

FactSet's Human Rights Policy

Effective Date: June 5, 2019

Last Review: February 24, 2025

Respect for Human Rights

FactSet acknowledges its fundamental responsibility to respect international human rights standards. We promote and protect human rights in alignment with the UN Guiding Principles on Business and Human Rights, and we are committed to the principles articulated in the UN International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights of Work.

This Human Rights Policy is overseen by FactSet's executive leadership team, including the Chief Executive Officer and Chief Legal Officer, as well as the Board of Directors. We expect our suppliers to comply with applicable laws, uphold human rights principles, and adopt similar policies within their own businesses.

Labor

We strictly prohibit all forms of child and forced labor, modern slavery, and human trafficking, and we publish our annual Modern Slavery Statement on our public website. FactSet is committed to anti-discrimination, fairness, and equal opportunity in our employment practices. We ensure all employees are treated fairly, irrespective of their workplace location, in compliance with local labor laws and regulatory requirements. Our employees' health, safety, and well-being are our top priorities. We are committed to fostering a respectful workplace where every employee is treated with dignity, and to ensuring a safe, healthy, and harassment-free work environment across all our global locations.

Communities

Giving back to our communities is a fundamental part of our culture. By combining financial support with the skills and dedication of our employee volunteers, we create meaningful impact. We established a globally consistent program grounded in four pillars of service: Inspire Tomorrow's Engineers, Elevate to Educate, Alleviate Food Insecurity, and Protect Our Environment. We work with our non-profit partners to develop projects aligned with these four pillars of service. FactSet empowers employees to take part in Corporate Responsibility initiatives, offering meaningful volunteer opportunities that have a positive impact in the communities where we live and work.

Values

FactSet is dedicated to fostering a workplace where every employee feels safe, respected, valued, and empowered to do their best work. Our values – Future-Focused, Always Inclusive, Client-Centric, Tenacious and Solution-Driven – guide how we collaborate, innovate, support, and treat one another. We believe that the best ideas can come from anyone, anywhere, at any time, and that curiosity is the key to anticipating our clients' needs and exceeding their expectations. By embracing different perspectives and experiences, we unlock our full potential as a company, driving better decisions, stronger collaboration, and measurable impact.

Human Rights Due Diligence and Remediation

FactSet works to prevent human rights abuses in our business operations and value chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing or cooperating in the implementation of appropriate remediation measures. We seek to foster remediation of potential adverse impacts through our relationships with third parties and key stakeholders.

Questions and Reporting

For questions or to report a violation of this Policy or FactSet's Code of Business Conduct and Ethics, please contact FactSet's Chief Compliance Officer at compliance@factset.com. Anonymous concerns or questions may be reported, where permissible under applicable laws, using FactSet's Ethics Action Line, available at: <https://FactSetEthicsActionLine.com>.