

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.

OUR COMMITMENT TO DE&I

At FactSet we recognize that our best ideas can come from anyone, anywhere, at any time and help us to provide the best solutions for our clients around the globe.

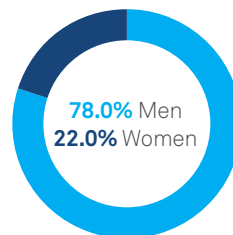
We have a diverse global workforce, unified by the FactSet spirit of going above and beyond, and we do our utmost to foster an inclusive culture where everyone can bring their whole self to work, contribute at their maximum potential, join in, be heard, contribute and grow. In fiscal year 2020, we continued our strong commitment to our Diversity, Equity & Inclusion strategy. We continually seek to expand our workforce with diverse perspectives, backgrounds, and experiences.

We believe that FactSet’s designation as one of the UK’s Best Workplaces in Tech and for Women™ in Large Organisations by Great Place to Work® reinforces our commitment to our

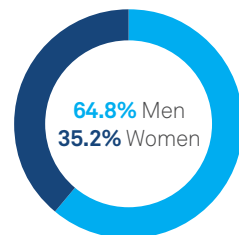
innovative and industry-leading talent. Below is our gender pay gap data as of April 5, 2020, which covers FactSet Europe Limited, FactSet’s only UK entity with 250 or more employees, in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 reporting requirements.

PAY QUANTILES

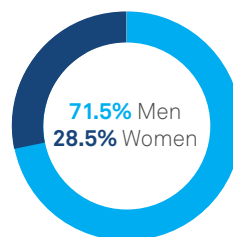
This chart shows the gender distribution at FactSet Europe Limited across four equally sized quartiles:



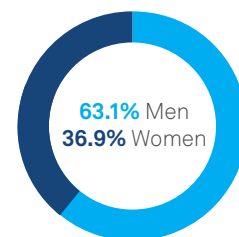
Top Quartile



Upper-Middle Quartile



Lower-Middle Quartile



Lower Quartile



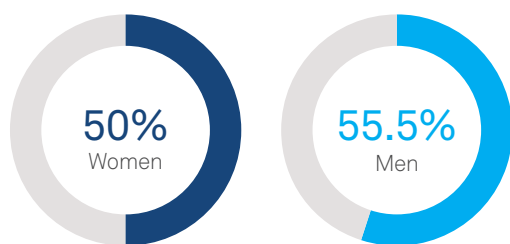
PAY AND BONUS GAP

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	11.8%	8.5%
Bonus Payments	26.0%	14.0%

BONUS PAYMENTS BY GENDER

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



We are continuing to invest in our DE&I resources and initiatives and have expanded our dedicated internal DE&I team and hired a Chief Diversity Officer to work across the organization on the processes by which we attract, recruit, support and promote our people and to continuously focus on our value of inclusion.

We have also focused on continuing to grow our diversity, equity and inclusion (DE&I) efforts by holding ourselves more accountable and sharing more diversity through disclosing our workforce demographics in our annual [Corporate Responsibility Report](#). By 2023 we aspire to measurably change the make-up of our employee demographics to better include underrepresented groups.

PEOPLE PROCESSES, RETENTION AND ADVANCEMENT

In 2020/21 we completed a successful sponsorship program for employees in underrepresented demographics. The participants gained greater exposure across the leadership team, developed larger networks, took on stretch assignments, and participated in leadership development programming resulting in career advancement.

In addition to our flagship sponsorship program, we facilitated numerous mentorship programs to boost employee advancement and invested in LinkedIn Learning to support talent development across the organization. Our leadership is committed to equitable talent reviews and has participated in programs to disrupt unconscious bias in our people processes. We continue to expand our DE&I team and further invest in this work.

Recruitment

We focus on hiring talent who contribute diverse backgrounds, perspectives, and experience to our company. FactSet's diversity recruiting strategy is supported by multiple partnerships with a wide range of universities, associations, and organizations, as well as a fair and equitable process to deliver the most diverse candidate pool possible for all positions. Our global Talent Acquisition team has been trained in best practices around developing inclusive job descriptions, prioritizing candidate evaluation criteria, and disrupting bias in the interview process. Through engagements and partnerships, we develop annual recruitment strategies so that FactSet is seen as an employer of choice for all.

Education

In 2020, FactSet held courageous conversations globally focused on gender, race, oppression, identity, intersectionality, and how to become supportive allies. All managers were trained in disrupting unconscious bias, and we held town halls focused on this topic as part of an ongoing education effort.

Engagement

Our Business Resource Groups (BRGs), led by our senior leaders across the business, facilitated a robust and well-attended calendar of virtual events focused on awareness building and education.

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, 2020 reference date, was 68.1% men and 31.9% women. This breakdown is reflected in our pay quartile data in a consistent way. We are encouraged to see an improved distribution of women in the upper middle quartile. We acknowledge that we need to do more to speed up the pace of change and increase diversity across all levels, however, we believe remaining imbalances are not insurmountable as we continue to execute on our Diversity, Equity and Inclusion strategy.

One of FactSet's long-term goals is to be an Employer of Choice. We are encouraged by responses to a recent survey where 86% of employees at FactSet Europe Limited felt they were treated fairly, regardless of their gender. 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 2020, FactSet remained committed to advancing diversity and inclusion, including four key areas crucial to our continued success. We are focused on demonstrating our leaders' visible commitment to diversity and inclusion, implementing a diversity recruiting strategy, retaining and advancing our diverse talent pipeline, and continuing to foster an inclusive workplace. In order to achieve our diversity goals we track our recruitment pipeline, conduct annual review of promotions and overall gender demographics, continue to educate our workforce on unconscious bias to ensure we are championing all talent. We launched a new EMEA Women's Business Resource Group, designed to foster career growth, enable networking, and support the development of the next generation of female leaders. Finally, we implemented additional sponsorship and mentoring programs and diversity best practices globally.

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 bringing additional focus to increasing FactSet's internal pipeline of diverse leaders and providing programs to support their development.

Daniel Viens
Senior Vice President,
Chief Human Resources Officer,
FactSet Research Systems

Vinay Kapoor
Senior Vice President,
Chief Diversity, Equity & Inclusion Officer,
FactSet Research Systems

Reporting notes: All data is as of April 5th 2020. Gender data is based on self-identification. We recognise that our current gender reporting is not yet inclusive of people who identify as non-binary.