

# 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.

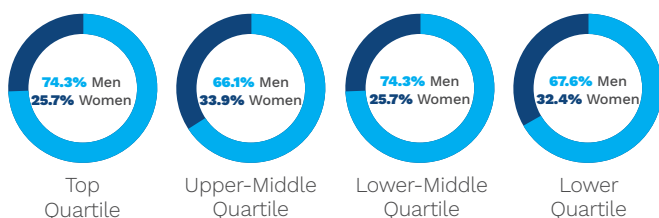
Since FactSet was formed 40 years ago, our company has been grounded in the belief that our best ideas can come from anyone, anywhere, anytime. We have a diverse global workforce and do our utmost to foster an inclusive culture where everyone can bring their whole self to work, contribute at their maximum potential and grow in their career.

We believe 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, 2018, 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:



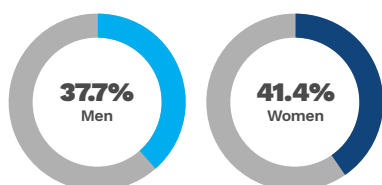
## PAY AND BONUS GAP

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	6.5%	-0.3%
Bonus Payments	65.9%	54.4%

## 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, 2018 reference date was 70.6% men and 29.4% women. This breakdown is also reflected in our pay quartile data in a consistent way. We are encouraged to see an improved distribution of women in the upper quartile and a reduction in the pay gap of hourly earnings since last year. We believe remaining imbalances are not insurmountable as we continue to execute on our 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 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 2018, we began implementing a long-term strategy to embed diversity and inclusion at FactSet, including four key areas of focus that will be crucial for our continued success. As a result, FactSet is focused on demonstrating our leaders’ visible commitment to diversity and inclusion, developing and implementing a diversity recruiting strategy, retaining and advancing our diverse talent pipeline, and continuing to foster an inclusive workplace. In 2019 we will continue to execute on our diversity strategy, including building a diverse pipeline of talent through recruitment efforts, conducting annual review of promotions and overall gender demographics, and educating the workforce on unconscious bias to ensure we are championing all talent. We are also implementing Women’s Business Resource Groups across our offices designed to foster career growth, enable networking, and support the development of the next generation of female leaders at FactSet. Finally, we are creating additional sponsorship and mentoring programs and implementing diversity best practices globally.

## OUR COMMITMENT TO OUR EMPLOYEES AND OUR INDUSTRY

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

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

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