

SECTION

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Appendix

About This Report

FactSet Research Systems Inc. has reported in accordance with the GRI Standards for the period September 1, 2020 to August 31, 2021. These new standards improve on previous iterations of the framework to reflect global best practices and improve the quality of disclosures and highlight sector-specific impacts. The information disclosed herein has been reviewed by FactSet's executive and legal teams.

GRI Content Index

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG																											
General Disclosures																														
2-1	Organizational Details	Legal name: FactSet Research Systems Inc. Nature of ownership: Publicly traded Headquarters location: Norwalk, Connecticut Countries of operation: As of August 31, 2021, we had 37 offices across 20 countries with 10,892 employees																												
2-2	Entities included in the organization's sustainability reporting	FactSet and all its subsidiaries																												
2-3	Reporting period, frequency, and contact point	Sustainability reporting period: September 1, 2020 – August 31, 2021 The financial reporting period aligns with the sustainability reporting period Frequency of sustainability reporting: Annual Report Publication Date: March 2022 Contact point for any questions: sustainability@factset.com																												
2-4	Restatements of information	There are no restatements of information made from previous reporting periods																												
2-5	External assurance	External assurance has been obtained for FactSet's GHG inventory (p. 17)																												
2-6	Activities, value chain and other business relationships	Active in the Professional and Commercial Services sector, FactSet creates flexible, open data and software solutions for more than 160,000 investment professionals around the world, providing anytime, anywhere access to financial data and analytics that investors use to make crucial decisions																												
2-7	Employees	<table><tr><th>Region</th><th># Employees</th><th>Percentage</th></tr><tr><td>Americas</td><td>2,439</td><td>22%</td></tr><tr><td>Asia Pacific</td><td>7,080</td><td>65%</td></tr><tr><td>EMEA</td><td>1,373</td><td>13%</td></tr><tr><td>Total</td><td>10,892</td><td>100%</td></tr></table> <table><tr><th>Gender</th><th># Employees</th><th>Percentage</th></tr><tr><td>Men</td><td>6,699</td><td>61.5%</td></tr><tr><td>Women</td><td>4,193</td><td>38.5%</td></tr><tr><td>Total</td><td>10,892</td><td>100%</td></tr></table> 2021 Form 10-K (p. 13)	Region	# Employees	Percentage	Americas	2,439	22%	Asia Pacific	7,080	65%	EMEA	1,373	13%	Total	10,892	100%	Gender	# Employees	Percentage	Men	6,699	61.5%	Women	4,193	38.5%	Total	10,892	100%	SASB: SV-PS-000.A SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities
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General Disclosures																	
2-8	Workers who are not employees	<table><thead><tr><th>Region</th><th># Workers</th></tr></thead><tbody><tr><td>Americas</td><td>114</td></tr><tr><td>Asia Pacific</td><td>13</td></tr><tr><td>EMEA</td><td>85</td></tr><tr><td>India</td><td>233</td></tr><tr><td>Philippines</td><td>18</td></tr><tr><td>Total</td><td>463</td></tr></tbody></table> The above numbers represent the head-count at the end of fiscal 2021. For workers that are not employees, the emphasis is on seasonal supplemental work in corporate groups, but the bulk of the contingent workers are for project-based work in product and technical groups. These numbers remain fairly stable on a rotating basis throughout the reporting period.	Region	# Workers	Americas	114	Asia Pacific	13	EMEA	85	India	233	Philippines	18	Total	463	SASB: SV-PS-000.A
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2-9	Governance structure and composition	2021 Proxy Statement (p. 8-17)	SDG 5: Gender Equality SDG 16: Peace, Justice, and Strong Institutions														
2-10	Nomination and selection of the highest governance body	2021 Proxy Statement (p. 23-24)	SDG 5: Gender Equality SDG 16: Peace, Justice, and Strong Institutions														
2-11	Chair of the highest governance body	Robin A. Abrams, one of FactSet's independent directors, has served as Board Chair since June 23, 2020. 2021 Proxy Statement (p. 8)	SDG 16: Peace, Justice, and Strong Institutions														
2-12	Role of the highest governance body in overseeing the management of impacts	Our CEO, along with our Board of Directors, is responsible for all business, operations, and risks of the company, including oversight of climate-related issues as they are integrated into the business, operations, and risks of FactSet. The Nominating and Corporate Governance Committee of the Board of Directors of FactSet is responsible for recommending nominations of directors and committee memberships and for taking a leadership role in defining and articulating the corporate governance principles and practices of FactSet. The Committee assists the Board in overseeing the company's position on ESG impacts and public issues of significance that affect key stakeholders of the company, including the environment. In assessing management's methods of optimizing stockholder value, the Board must also take into consideration other interested stakeholders, including employees, clients and vendors, as well as compliance with applicable law. The Board reviewed the effectiveness of our processes for overseeing our impacts for the first time in 2021 and we anticipate reviews at least every two years going forward.	SDG 16: Peace, Justice, and Strong Institutions														

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
General Disclosures			
2-13	Delegation of responsibility for managing impacts	The Enterprise Risk Management (ERM) team is responsible for annually identifying and assessing key risk areas for the company, continuously monitoring risk areas for further developments, and reporting annually to our Board of Directors on risk identification, prioritization, and mitigation efforts. The risk identification process includes interviews of our senior leaders, surveys of our employees, and the review of internal processes, controls, and records.	SDG 16: Peace, Justice, and Strong Institutions
2-14	Role of the highest governance body in sustainability reporting	The Board of Directors oversees our ESG principles and implementation strategies while delegating day-to-day approval to the Executive Leadership Team. Direction is then provided to the Sustainability Committee for implementation. Each subcommittee of the Sustainability Committee meets at least once per month and routinely reports out to the Sustainability Committee, which also monitors the publication and dissemination of relevant sustainability reports and information.	
2-15	Conflicts of interest	Our Conflicts of Interest Policy prohibits board memberships, direct investment or controlling stakes in business partners, and related party transactions that do not comport with applicable laws. Conflicts of interest disclosures are made annually by FactSet's Board of Directors, and there is an escalation policy to review and approve any Related Party Transactions. More information is available in the FactSet Code of Business Conduct & Ethics .	SDG 16: Peace, Justice, and Strong Institutions
2-16	Communication of critical concerns	Our Audit Committee Charter states that the Audit Committee oversees and is responsible for compliance concerns and enterprise risks. The FactSet Ethics Action Line provides for reporting critical concerns of any nature, along with an internal process to review, escalate, and address concerns.	SDG 16: Peace, Justice, and Strong Institutions
2-17	Collective knowledge of the highest governance body	Presentations on economic, environmental, and social topics are given to the Board of Directors as needed.	
2-18	Evaluation of the performance of the highest governance body	Under the Nominating and Corporate Governance Committee's guidance, all directors evaluate their performance as a director over the course of the fiscal year. The Committee also assists the Board in reviewing its effectiveness over the preceding fiscal year. The Committee assesses the overall quality of the material provided to the Board and the presentations made to the Board at least once each year.	
2-19	Remuneration policies	2021 Proxy Statement (p. 34-55)	
2-20	Process to determine remuneration	2021 Proxy Statement (p. 41-42)	
2-21	Annual total compensation ratio	CEO Pay Ratio = 358:1 2021 Proxy Statement (p. 64)	

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
General Disclosures			
2-22	Statement on sustainable development strategy	Letter from CEO (p. 06)	
2-23	Policy commitments	UN Global Compact, UN Principles for Responsible Investment (PRI)	SASB SV-PS-510a.1
2-24	Embedding policy commitments	FactSet's policy commitments are realized through our sustainability subcommittees that are responsible for the implementation of the related operational procedures. The subcommittees report out to the executive-lead Sustainability Committee, which has oversight by the Executive Leadership team and the Board of Directors.	
2-25	Processes to remediate negative impacts	FactSet Code of Business Conduct & Ethics	
2-26	Mechanisms for seeking advice and raising concerns	Employees are encouraged to seek advice and raise concerns by contacting FactSet's Chief Compliance Officer either directly or via one of several dedicated addresses or any member of the Legal or Human Resources Departments. In addition, the Ethics Action Line is a telephone, text, and web portal that can be used by anyone, both inside and outside the organization. Information on the Ethics Action Line is included on FactSet's intranet and in the FactSet Code of Business Conduct & Ethics , which is publicly available. The Ethics Action Line website is also listed in the Supplier Code of Conduct, which is also located on the public website.	SDG 16: Peace, Justice, and Strong Institutions
2-27	Compliance with laws and regulations	FactSet's Code of Business Conduct and Ethics and its related internal policies require compliance with all applicable laws and regulations around the world. Employees are required to report suspected misconduct, including any violation of law or regulations, either directly to the Legal or Compliance Departments or via the Ethics Action Line. The Compliance team investigates all allegations of legal violations, and any confirmed violations are reported to the Audit Committee of the Board of Directors, as appropriate.	SASB SV-PS-510a.2
2-28	Membership associations	Human Rights Campaign Business Coalition for the Equality Act; Management Leadership for Tomorrow's Black Equity at Work; UN Global Compact	
2-29	Approach to stakeholder engagement	Corporate Governance Guidelines (p. 5) Stakeholder Engagement (p. 10)	
2-30	Collective bargaining agreements	As of August 31, 2021, 460 of our employees were represented by mandatory works councils within certain of our French and German subsidiaries 2021 Form 10-K (p. 9)	SDG 8: Decent Work and Economic Growth

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
Material Topics			
3-1	Process to determine material topics	Our materiality was established using a double materiality approach, which recognizes that businesses should report both internal impacts (topics that influence enterprise value) and external impacts (topics that impact the overall economy, society, and environment) (p. 11)	
3-2	List of material topics	Carbon Emissions; Climate Risk Management; Human Capital Development; Diversity, Equity, and Inclusion; Employee Engagement; Corporate Governance; Data Privacy and Security; Business Ethics; ESG Products	
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	FactSet conducts regular risk assessments as part of its Enterprise Risk Management and internal audit activities. These risk assessments cover areas of potential risk, including risk of bribery and corruption. To date, FactSet has not identified significant risk related to corruption	SDG 16: Peace, Justice, and Strong Institutions
205-2	Communication and training	FactSet's Code of Business Conduct and Ethics includes a prohibition of bribery. The Code of Conduct is acknowledged annually by FactSet's Board of Directors, as well as by the Executive Leadership Team and all FactSet employees. FactSet's Anti-Bribery and Corruption Policy and the Gifts & Entertainment Policy are posted on the company's intranet. FactSet's Supply Chain Code of Conduct, which is available to vendors and business partners and is published on our public website, includes a prohibition of bribery	SDG 16: Peace, Justice, and Strong Institutions
205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period	SDG 16: Peace, Justice, and Strong Institutions
Emissions			
305-1	Direct (Scope 1) GHG emissions	1,306.46 Metric Tons CO2e	SDG 12: Responsible Consumption and Production SDG 13: Climate Action
305-2	Energy indirect (Scope 2) GHG emissions	5,335.90 Metric Tons CO2e	SDG 12: Responsible Consumption and Production SDG 13: Climate Action

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
305-3	Other indirect (Scope 3) GHG emissions	FactSet is in the process of estimating indirect emissions for its top 5% of Scope 3 sources and plans to expand this calculation with improved tracking and monitoring	SDG 12: Responsible Consumption and Production SDG 13: Climate Action
305-4	GHG emissions intensity	0.000004 MT CO2e/USD Revenue	SDG 13: Climate Action
305-5	Reduction of GHG emissions	There was a 44% decrease in total emissions (Scope 1 and Scope 2) between fiscal 2020 and fiscal 2021	SDG 13: Climate Action
305-6	Emission of ozone-depleting substances (ODS)	Not applicable based on the nature of FactSet's operations	SDG 12: Responsible Consumption and Production
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOx: 2.99 Metric Tons SOx: 1.85 Metric Tons	SDG 12: Responsible Consumption and Production



GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION		SASB DISCLOSURE/SDG		
Employment						
401-1	New employee hires and employee turnover			SASB SV-PS-330a.2 SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities		
		Gender	Male		Hires 1,057	Hire Rate 16.0%
			Female		873	21.7%
			Unknown		36	46.2%
		Region	Americas		295	12.0%
			Asia Pacific		43	15.6%
			EMEA		168	12.3%
			India		931	22.9%
			Philippines		529	20.9%
		Age Group	65+		2	12.9%
			61-64		2	5.3%
			51-60		28	8.5%
			41-50		59	5.8%
			31-40		160	5.1%
			21-30		1,667	27.8%
			Unknown		48	25.3%
		Total			1966	18.4%
		Gender	Male		Turnover 944	Turnover Rate 14.3%
Female	587		14.6%			
Unknown	26		33.3%			
Region	Americas	331	13.5%			
	Asia Pacific	45	16.4%			
	EMEA	155	11.3%			
	India	640	15.8%			
	Philippines	386	15.2%			
Age Group	65+	5	32.3%			
	61-64	8	21.1%			
	51-60	38	11.5%			
	41-50	64	6.3%			
	31-40	239	7.7%			
	21-30	1,154	19.2%			
	Unknown	49	25.9%			
Total		1966	14.6%			

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
Training and Education			
404-1	Average hours of training per year per employee	26 hours/employee/year	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities
404-2	Programs for upgrading employee skills and transition assistance programs	In fiscal 2021, 80% of FactSetters, on average per quarter, engaged in live or asynchronous e-learning sessions on Workday Live, Workday Digital, or LinkedIn Learning. Additionally, over 1,800 FactSetters attended FactSet's FDS Tech Conference on engineering and technology. FactSet's Global EAP offers employees a wide spectrum of support, including managing changes at work.	SDG 8: Decent Work and Economic Growth
404-3	Percentage of employees receiving regular performance and career development reviews	100% of eligible workers received a review. Eligible workers are regular employees who started before June 1st 2021 (review was generated on August 3rd).	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	DE&I (p. 24)	SASB SV-PS-330a.1 SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth
405-2	Ratio of basic salary and remuneration of women to men	Fiscal 2020 median hourly pay gap of 7.9% for FactSet Europe Limited, and at the time of this report publication, fiscal 2021 pay gap data is being finalized	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities
Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	None	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth

GRI STANDARD	DISCLOSURE TITLE	RESPONSE/LOCATION	SASB DISCLOSURE/SDG
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	460 employees were covered by collective bargaining agreements; there were no risks to the freedom of association or collective bargaining at FactSet. No other employees are engaged in any activities to enter into additional collective bargaining agreements or other associations.	SDG 8: Decent Work and Economic Growth
Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Policy (p. 28) U.K. Modern Slavery Act Statement UN GC Principles (p. 12)	SDG 5: Gender Equality SDG 8: Decent Work and Economic Growth
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	100% of operations have the opportunity to participate in local community engagement. In fiscal 2021, we supported and impacted our communities through: • 263 events • 10,949 roles fulfilled • 14,398 hours served • 81,191 young people helped by gaining qualification, higher education, or employment • 1,021,905 meals provided • 14,058 trees planted • 104,452 data points created to support environmental research and disaster relief	
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	For fiscal 2021, FactSet has not identified any substantiated claims of a breach of customer privacy or any substantiated leaks, thefts, or losses of customer data	SASB SV-PS-230a.3 SDG 16: Peace, Justice, and Strong Institutions



SASB ACCOUNTING METRIC	SASB CODE	RESPONSE/LOCATION
Activity Metrics		
Number of employees by: (1) Full time and part time, (2) temporary, and (3) contract	SV-PS-000.A	10,892 total employees
Workforce Diversity and Engagement		
% of gender and racial/ethnic group representation for executive management	SV-PS-330a.1 (1)	Gender diversity: Men = 73.2% Women = 26.8% (p. 30)
% of gender and racial/ethnic group representation for all other employees	SV-PS-330a.1 (2)	Gender diversity: Men = 61.5% Women = 38.5% (p. 30)
Voluntary turnover rate for employees	SV-PS-330a.2 (1)	Overall rate is 14.6%
Employee engagement as a percentage	SV-PS-330a.3	92% of employees responded to the 2021 Glint Engagement Survey

SASB ACCOUNTING METRIC	SASB CODE	RESPONSE/LOCATION
Data Security		
Description of approach to identifying and addressing data security risks	SV-PS-230a.1	FactSet's Product and Application Security team performs implementation security reviews, penetration testing, application threat modeling, and manages the implementation of security controls in FactSet's CI/CD pipeline. This team is ultimately responsible for defining, measuring, and representing our first-party vulnerability posture at FactSet and driving the appropriate remediation. FactSet's Vulnerability Management team performs internal system and third-party application vulnerability assessments on an ongoing basis. FactSet also has external vulnerability assessments and penetration tests performed by a third-party on a regular basis. The risk ratings of findings are classified using a combination of CVSS scores and other internal business metrics. Findings are remediated commensurate to the respective risk rating. FactSet's Risk Management Policy includes severity-based escalation requirements to ensure proper management-level visibility and evaluation of risk issue items, regardless of the source of that risk. FactSet has an Enterprise Risk Management (ERM) program and an Information Security Risk Committee (ISRC). The ERM program is focused on identifying, prioritizing, and assessing key risk areas that have the potential to impact FactSet's strategic business objectives, including data security risks. The ISRC is comprised of a diverse group of executives, including the CISO and various other senior IT executives. The ISRC and the ERM team meet on a regular basis and report periodically to the Executive Leadership Team and the Board of Directors. FactSet conducts annual risk assessments and assigns owners to each top risk who are responsible for mitigating and managing their risks and reporting on them to the ERM team.
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	Please see FactSet's Privacy Policy FactSet's Code of Business Conduct and Ethics
Number of data breaches	SV-PS-230a.3(1)	None
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	SV-PS-230a.3 (2)	For fiscal 2021, FactSet has not identified any substantiated claims of a breach of customer privacy or any substantiated leaks, thefts, or losses of customer data
Number of customers affected by data breaches	SV-PS-230a.3 (3)	None

SASB ACCOUNTING METRIC	SASB CODE	RESPONSE/LOCATION
Professional Integrity		
Description of approach to ensuring professional integrity	SV-PS-510a.1	All FactSet employees are expected to adhere to the highest standards of business ethics and to act with integrity in their daily work activities. To uphold these commitments, FactSet has adopted a Code of Business Conduct and Ethics that applies to all FactSet directors, officers, employees, contractors, and suppliers
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	None

