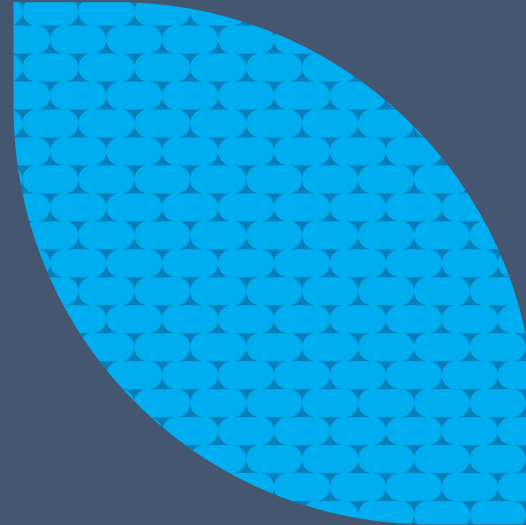# FACTSET

2023 Sustainability Report

Sustainable Growth

Growth means increase or development. To us at FactSet, "Sustainable Growth" is staying dedicated to fostering a world where economic prosperity harmonizes with environmental and social stewardship.

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FactSet At-A-Glance

FactSet delivers financial data, analytics, and open technology to help the financial community see more, think bigger, and work better.

Learn more about our solutions

Watch our latest video "Who is FactSet"

Founded in 1978

8K
Global Clients

40+ Years
Of Consecutive Revenue Growth

12K+
Employees

S&P 500 Member

+90%
ASV Retention

25+
Years as a Public Company

207K+
Users

Glassdoor's Best Places to Work
Recognition Earned in 2023

Figures as of August 31, 2023

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■ FactSetters at the France Good Planet cooking event.

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Letter from the CEO

Delivering consistent, sustainable growth is a business imperative at FactSet. It is vital that we achieve the steady performance growth goals we've established for ourselves and shared with our clients, investors, employees and other stakeholders. As we work to achieve these goals, we also recognize our obligation to be a good corporate citizen operating a responsible business. We understand that our long-term success depends not just on our financial results, but also on supporting our communities with strong and reliable sustainability practices.

Maintaining consistent and productive environmental, social, and governance practices is essential to our long-term success. We invest in data, tools, and our people to help our clients see more, think bigger, and do their best work; we also invest in our community to alleviate food insecurity, protect the environment, inspire tomorrow's engineers, and educate young people to build a diverse workforce that will lead our industry into the future.

The heart of our sustainability commitment beats in more than 12,000 FactSetters. In our 2023 fiscal year, our exceptional volunteers devoted nearly 15,000 hours to charities worldwide. I am humbled by their efforts, and proud to back up their tremendous spirit with the support of the FactSet Charitable Foundation.

In the past year, we have worked hard to increase our positive environmental and social impact and expand the ways we help our communities thrive, including:

- Advancing our commitment to fight climate change by conducting climate risk assessments and developing a climate change transition plan.

- Preparing our first scope 3 emission inventory while continuing to publish our validated scope 1 and scope 2 greenhouse gas emissions in line with our goal to achieve net-zero emissions by 2040.

- Taking our first step towards reducing our value chain Greenhouse Gas (GHG) emissions by rolling out a supplier sustainability questionnaire and developing a supplier diversity program.

- Supporting the communities where we operate through the FactSet Charitable Foundation's empowerment programs.

- Advancing our diversity, equity and inclusion strategy and programs and publicly disclosing our demographic data as provided to regulators.

- Receiving multiple awards from globally recognized rating agencies attesting to our impressive performance on various sustainability issues, including a Silver Medal from EcoVadis, a global rating organization, that puts us in the top 25% of rated companies with respect to our commitment to sustainability.

- Supporting the UN Global Compact and the UN Principles of Responsible Investing (PRI), demonstrating our commitment to responsible business practice.

While we celebrate our efforts to deliver sustainable growth to our stakeholders in this report, we recognize it is a journey, not a destination. We continue to make steady progress, and I am proud of the positive difference that FactSet and FactSetters are making in the world. There's more work to do, and we are committed to advancing sustainability in our business and driving meaningful change. Thank you for your support and partnership.

Phil S

Phil Snow
Chief Executive Officer, FactSet

> " We invest in data, tools, and our people to help our clients see more, think bigger, and do their best work; we also invest in our community to alleviate food insecurity, protect the environment, inspire tomorrow's engineers, and educate young people to build a diverse workforce that will lead our industry into the future. "

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Membership and Partnership

FactSet collaborates with local and international organizations to advance our ESG efforts and drive progress toward sustainable development. We are an active member of the following organizations:

United Nations Global Compact (UNGC): The UNGC is the world's largest corporate sustainability initiative and calls for support from companies aligned to its ten principles on human rights, labor, the environment, and anti-corruption.

United Nations-supported Principles of Responsible Investment (UN PRI):
The UN PRI consists of an international global network of asset managers, owners, and service providers working together to put responsible investment into practice.

Human Rights Campaign (HBC) Business Coalition for the Equality Act:
The HBC Business Coalition for the Equality Act includes businesses operating in all 50 states that employ over 9.8 million people and generate $4.2 trillion in combined revenue. The Equality Act is proposed U.S. federal legislation that would protect LGBT+ persons from discrimination based on sexual orientation and gender identity in employment and on a range of public services, including housing, credit, juries, and more.

Awards and Recognitions

FactSet was recognized as one of **Glassdoor's** "Best Places to Work" in 2023.

EcoVadis: FactSet won a "Silver Medal" in the 2023 assessment in recognition of our impressive corporate sustainability practices.

CDP: FactSet scored "C" for climate change disclosure in 2023.

MSCI: FactSet is rated "AA," among the top 34% of companies with AA – AAA ratings

Sustainalytics: Rated "Low risk" in Sustainalytic's ESG Risk Score

In fiscal 2023, FactSet India received the Excellence in Women's Safety and Well-Being Award from the Society for Cyberabad Security Council (SCSC), for our efforts in improving the well-being, financial and physical safety of women and children in Telangana.

About this Report

The information and data in this report is an account of FactSet's sustainability performance for our 2023 fiscal year - September 1, 2022 to August 31, 2023.

At FactSet, we value the input and perspectives of our stakeholders. We actively engage with our stakeholders, including employees, clients, investors, and community to understand sustainability issues of interest and importance.

Our sustainability reporting aligns with industry frameworks, such as the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Standards. The full content indexes can be found in the Appendix to this Report.

We conduct a third-party assurance for our Greenhouse Gas (GHG) Emissions. The assurance statement for fiscal year 2022 data is available on our sustainability webpage. Currently, we are in the process of validating our fiscal year 2023 GHG data.
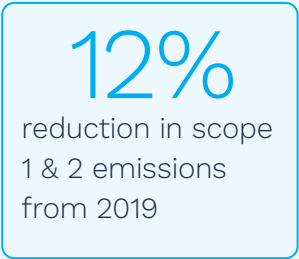
As we progress in our sustainability journey, FactSet remains dedicated to providing ongoing information on our sustainability initiatives.

For inquiries about this report, please contact FactSet's Sustainability Team: sustainability@factset.com.

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Highlights

Environment

12%
reduction in scope 1 & 2 emissions from 2019

Conducted first Scope 3 inventory

319
tons of waste recycled

Silver Medal
EcoVadis 2023 award earned

Social

15K
employee volunteer hours

346K
employee learning hours

370
employee volunteer events
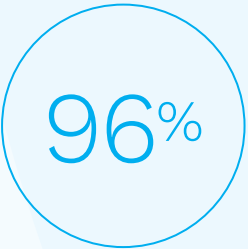
1.5 million
meals distributed to people in need

9,000
trees planted

Governance

96%
of employees signed an annual acknowledgement of the Code of Business Conduct and Ethics

Developed Sustainability Governance Charter

Created Use of Artificial Intelligence Tools Policy

Revised Data Protection Policy and Global Privacy Notice

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Organization and Reporting Practices

FactSet Research Systems Inc. helps the financial community to see more, think bigger, and work better. Our digital platform and enterprise solutions deliver financial data, analytics, and open technology to nearly 8,000 global clients, including over 207,000 individual users. Clients across the buy-side and sell-side as well as wealth managers, private equity firms, and corporations achieve more every day with our comprehensive and connected content, flexible next-generation workflow solutions, and client-centric specialized support.

FactSet was founded in 1978 and has been publicly held since 1996. We are headquartered in Norwalk, Connecticut, and we are proud to be a global company with offices in 20 countries. We are a member of the S&P 500 and have been recognized amongst the Best Places to Work in 2023 by Glassdoor as a Glassdoor Employees' Choice Award winner. We are honored that over 90% of clients who use FactSet continue to use it, year after year.

Our Values

F **Future-Focused**
We lead with curiosity, ask throughtful questions, and make smart decicisons to stay ahead.

A **Always Inclusive**
We foster a diverse and inclusive community by listening to each other because we know the best ideas can come from anyone, anywhere, at any time.

C **Client-Centric**
We serve as an extension of our clients' team and go above and beyond to help reach their goals.

T **Tenacious**
We strive to learn and do better every day, helping our clients, our communities, and each other grow.

S **Solution-Driven**
We have a bias for action and measure our success based on the impact that we make.

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Sustainable Development Strategies, Policies, and Practices

Sustainability Governance

The FactSet Board of Directors oversees our sustainability principles and implementation strategies while delegating day-to-day responsibility to the FactSet Executive Leadership Team (ELT). The ELT provides direction for implementation of our sustainability plans.

Sustainability Committee

FactSet first established its Sustainability Committee and Subcommittees in fiscal 2021. The Sustainability Committee is sponsored by a member of the ELT. The Sustainability Committee, including its subcommittees, supports and executes our sustainability goals and initiatives. Through fiscal 2023, our Sustainability Committee had five subcommittees, consisting of: Environmental and Facilities; Procurement; Employment, Total Rewards, and Training; Governance, Security, Ethics, and Policies; and Annual Filings, Reports, and Communications.

As we enter fiscal 2024, we have revised the structure of our Sustainability Committee by expanding its overall composition and streamlining its Subcommittees to two: an Environment and Climate Subcommittee and an Employee Commitment Subcommittee.

We believe this structure reflects the continued evolution of sustainability at FactSet and will facilitate more effective collaboration between the various stakeholders at FactSet who are most involved in the execution of our sustainability strategy.

Each Sustainability Subcommittee will meet monthly and report out to the Sustainability Committee, which also oversees the publication and dissemination of our Sustainability Report and other pertinent information.

Stakeholder Engagement

We actively engage with diverse internal and external stakeholders, including our employees, clients, suppliers, investors, and communities. We participate in these engagements to help determine our material topics, set appropriate sustainability goals, communicate and assess our progress, and implement our strategy. We believe these engagements meaningfully shape our approach to sustainability and how we conduct our business overall. In addition, we review best practices and guidance from a variety of organizations advancing environmental, social, and governance standards, including rating organizations. In fiscal 2023, we leveraged this information to refresh our sustainability materiality assessment.

Jeffrey Gershowitz
Senior Vice President,
Assistant General Counsel

> Our Sustainability Committee and its Subcommittees are made up of FactSetters from a variety of functions who share the desire to instill our sustainability goals across the organization. With support from our Board of Directors and Executive Leadership Team, we are committed to advancing our sustainability initiatives.

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Materiality Assessment

FactSet uses a materiality assessment process to define the highest priority sustainability topics that impact both the organization and its stakeholders. This process provides the foundation for FactSet to manage its sustainability plan and communicate those results through channels such as this Report.

FactSet conducts materiality assessments using a three-year cycle, with a comprehensive materiality assessment performed once every three years and annual refreshment exercises conducted in the two years between. Our most recent comprehensive assessment covered our fiscal 2021 report. As with last year's fiscal 2022 report and in-line with our process, we conducted a refresh exercise for our fiscal 2023 report.
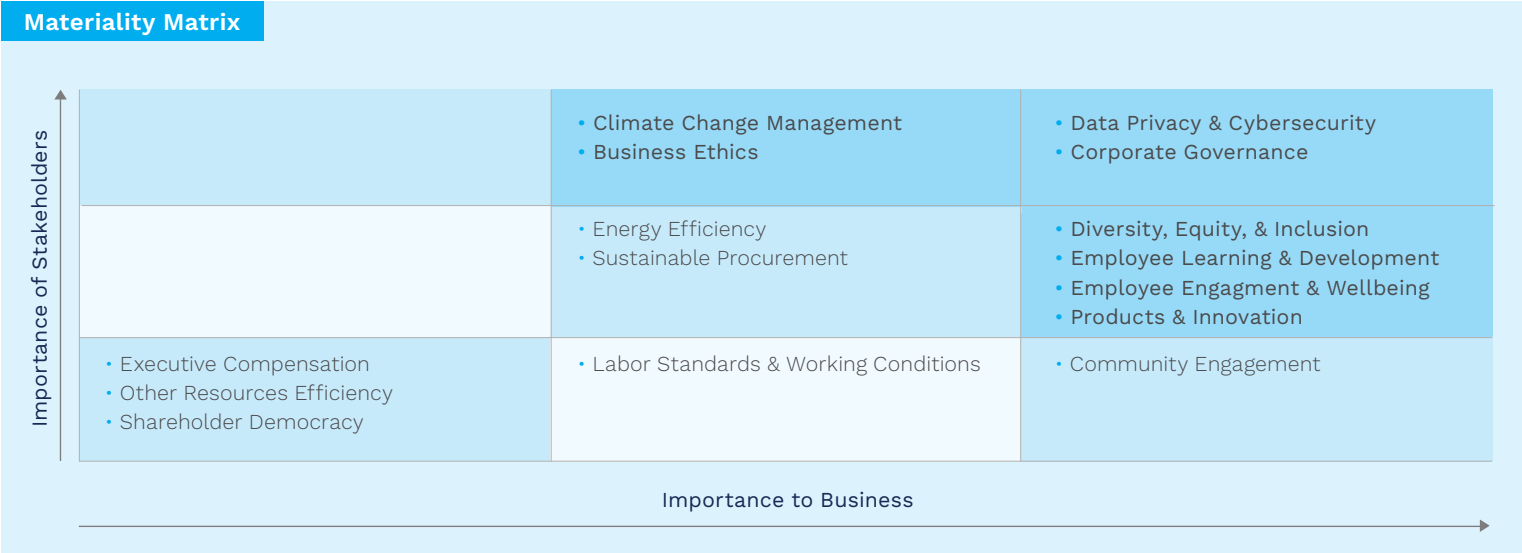
Our approach for the refresh process this year included consultation interviews with a cross-functional group of FactSet leaders who have a broad view of the organization and its priorities. Additionally, we conducted an analysis based on third-party research to assess how external factors may have produced significant changes in the relative importance of particular topics, especially among our clients, peers, and investors. We also continue to monitor our standard channels for other stakeholder feedback from employees, industry groups, and the local communities in which we operate.

Based on the results of this annual refresh, we have

updated our materiality assessment in the following ways:

1. Reformatted the double materiality matrix from a continuous grid into more discrete categories for simplicity of management and communication.

2. Consolidated several topics that were similar in nature and management approach into one material topic for greater simplicity and ease of understanding.

3. Created a new category for "Products & Innovation" that combines the previous topics "ESG Products" and "Product Governance" and also includes responsible integration of emerging technology, such as Generative AI, into FactSet products.

4. Renamed "Water Efficiency" to "Other Resource Efficiency" to include other aspects, such as waste and office material usage.

5. Shifted the position of certain topics to reflect their relative priority to other topics based on the shifting intensity of interest from external and internal stakeholders.

The Glossary of Terms in the Appendix provides definitions and greater details for each topic included in the Materiality Assessment.

Materiality Matrix

Importance of Stakeholders

• Climate Change Management
• Business Ethics

• Data Privacy & Cybersecurity
• Corporate Governance

• Energy Efficiency
• Sustainable Procurement

• Diversity, Equity, & Inclusion
• Employee Learning & Development
• Employee Engagment & Wellbeing
• Products & Innovation

• Executive Compensation
• Other Resources Efficiency
• Shareholder Democracy

• Labor Standards & Working Conditions

• Community Engagement

Importance to Business

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UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs or the Global Goals) were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people can enjoy peace and prosperity. During fiscal 2023, FactSet continued making strides to increase its alignment with the UN SDGs. The table below maps FactSet's highest priority sustainability topics to relevant SDGs.

	Material Topic	SDG	Description
Environment	Climate Change Management	13 CLIMATE ACTION	**Take urgent action to combat climate change and its impacts** FactSet has committed to set a near-term emissions reduction target in line with SBTi and, independently, has also set a goal of achieving net zero emissions by 2040.
		7 AFFORDABLE AND CLEAN ENERGY	**Take urgent action to combat climate change and its impacts** FactSet considers climate related risks in its enterprise risk management process so that we can plan to reduce the impact climate change may have on our operations.
	Sustainable Procurement	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Ensure sustainable consumption and production patterns** FactSet has adopted a Global Procurement Diversity Policy and a Sustainable Procurement Policy and has begun assessing the sustainability of its supply chain.
Social	Diversity, Equity, and Inclusion	10 REDUCED INEQUALITIES	**Reduce inequality** FactSet offers opportunities across all gender, race, ethnicity, and backgrounds for all employees.
		5 GENDER EQUALITY	**Achieve gender equality and empower all women and girls** FactSet completed a pay equity review during fiscal 2022. After controlling for various salary-influencing factors, the study found no statistically significant association between salary and gender worldwide, or between salary and race/ethnicity in the U.S. The study found that, on a global basis at FactSet, women are paid more than 99% on average of what men are paid and that, on a U.S. basis, minority employees are paid 100% on average of what non-minority employees are paid.
	Employee Engagement and Wellness	3 GOOD HEALTH AND WELL-BEING	**Ensure healthy lives and promote well-being for all at all ages** FactSet offers comprehensive benefits and wellness offerings to employees and continues to expand initiatives focused on employee health and wellbeing.
	Employee Learning and Development	8 DECENT WORK AND ECONOMIC GROWTH	**Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all** FactSet is devoting resources to improving human capital development, including training and professional development opportunities, and offers opportunities for professional growth among employees.
	Data Privacy and Cybersecurity	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels** FactSet works diligently to see that all client and employee data is kept private and secure.
Governance	Business Ethics		**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels** FactSet requires that all business is conducted ethically throughout the company.
	Corporate Governance		**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels** FactSet demands that governance at all levels, including the highest levels, is executed ethically and equitably.
	Product and Innovation	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Ensure sustainable consumption and production patterns** FactSet creates products that assists clients in making sustainable investment decisions.

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Chat with Rachel Stern

Q: What inspired FactSet to prioritize sustainability, and how does it align with the company's values and goals?

A: FactSet has always been committed to responsible business practices. Recognizing the increasing importance of sustainability in today's business landscape, we decided to integrate it into our core values. Our dedication to sustainability aligns with our overarching goal to create long-term value for our stakeholders, including employees, clients, investors, and the communities in which we operate.

Q: How is sustainability governance structured at FactSet, and what mechanisms are in place to ensure accountability and transparency in our sustainability initiatives?

A: At FactSet, the governance framework is a vital component of our sustainability strategy. We have established a sustainability structure that involves key stakeholders across various levels of the organization. This oversight begins with FactSet's Board of Directors and our Executive Leadership Team. We have established a Sustainability Committee to oversee the management of sustainability risks and opportunities, along with two Subcommittees: the Environment and Climate Subcommittee and the Employee Commitment Subcommittee. We show our commitment to accountability and transparency through regular reporting, audits, and engagement with external stakeholders. We are preparing for reporting of our sustainability efforts under developing requirements around the world even as we already share our status through a number of reporting platforms.

Q: Can you highlight some key initiatives or achievements in sustainability that FactSet has accomplished over the past years?

A: Since developing our sustainability plan in 2021, we have achieved quite a lot. In 2022 we announced our net-zero by 2040 goal and our commitment to setting a near-term science-based emissions reduction target. We have continued to strive for diversity, equity, and inclusion within our workforce. Additionally, our employees actively participate in community outreach programs, reinforcing our commitment to social responsibility. We are engaging our suppliers to better understand our value chain emissions while also promoting supplier diversity. We are proud that we've received impressive ratings from third-party sustainability rating agencies such as CDP and EcoVadis.

Q: In what ways does FactSet collaborate with external partners, organizations, or industry initiatives to advance sustainability goals?

A: FactSet actively collaborates with our clients, suppliers, and other relevant organizations to amplify the impact of our sustainability initiatives. We provide timely updates to our clients on our sustainability programs. We engage with our investors regularly, contribute to best practices conversations, and support initiatives that drive positive change. Through the FactSet Charitable Foundation, we collaborate with non-profit organizations to empower communities.

Q: Looking ahead, what are FactSet's key sustainability goals and priorities for the coming years?

A: In the coming years, we aim to continue working towards our ambitious climate-related goals, focusing on operational efficiency. We will continue to develop and train a diverse workforce reflective of the communities in which we operate. We will leverage innovation and collaboration to manage sustainability risks and opportunities, ensuring that sustainability remains a driving force in our corporate strategy. We will focus on corporate governance with our Board of Directors and Executive Leadership Team to ensure that we adhere to best practices.

Rachel Stern
Executive Vice President,
Chief Legal Officer and Global Head of
Strategic Resources | Executive Sponsor,
Sustainability Committee (Retired)

"

We will leverage innovation and collaboration to manage sustainability risks and opportunities, ensuring that sustainability remains a driving force in our corporate strategy.

"

Environment

At FactSet, we embrace our responsibility as stewards of the environment. We recognize that environmental issues such as climate change poses great challenges to people and the planet. We are playing our part to reduce these risks by carefully managing our global footprint.

- Environmental Sustainability
- Climate Change
- Sustainable Procurement

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Commitment to Action

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Highlights

12%
reduction in scope 1 & 2 emissions from 2019

Created a sustainability-focused supplier questionnaire and developing a supplier diversity program.

Scope 3 GHG
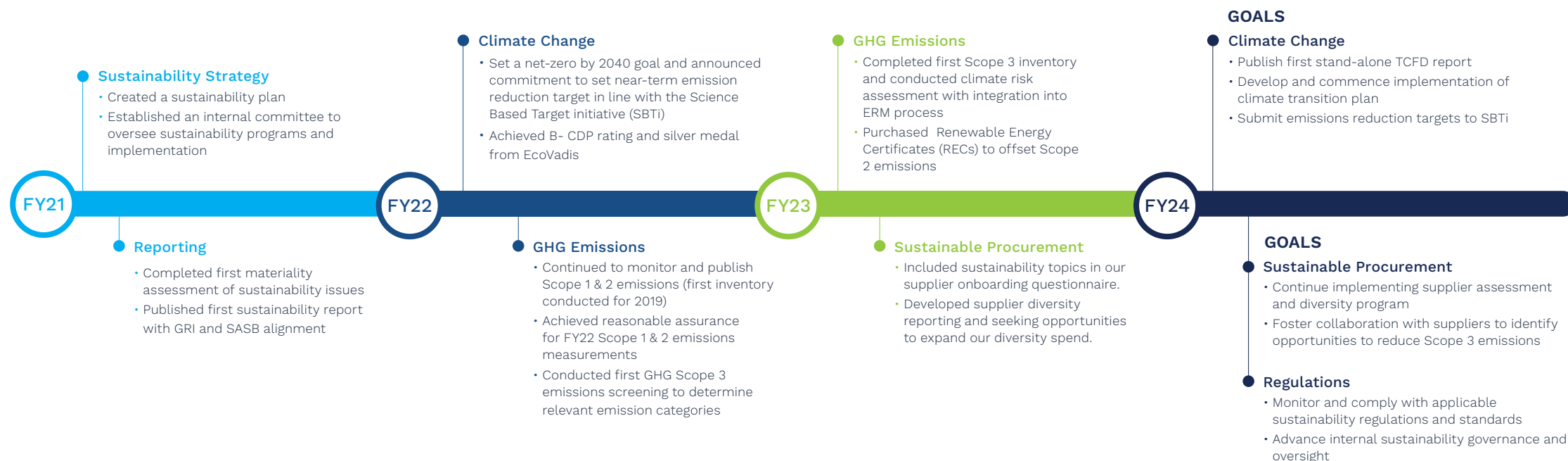conducted first inventory

Silver Medal
2023 EcoVadis assessment

319 Tons
of waste recycled

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Environmental Sustainability

Environmental sustainability is an important business issue for our leadership and our employees. For example, climate change issues and opportunities to reduce our greenhouse gas emissions are discussed at both our Board and Executive Leadership levels. In fiscal 2023, we published our Environmental Policy to articulate how we are working to minimize our environmental impact. We have continued to advance the management of our the topics identified in our materiality assessment in furtherance of our commitment to both understand and decrease our carbon footprint. We are working to reduce our impacts by improving efficiency across our operations and supply chains, procuring renewable energy, and operating out of green buildings whenever practical.

Our Journey

FY21

Sustainability Strategy
· Created a sustainability plan
· Established an internal committee to oversee sustainability programs and implementation

Reporting
· Completed first materiality assessment of sustainability issues
· Published first sustainability report with GRI and SASB alignment

FY22

Climate Change
· Set a net-zero by 2040 goal and announced commitment to set near-term emission reduction target in line with the Science Based Target initiative (SBTi)
· Achieved B- CDP rating and silver medal from EcoVadis

GHG Emissions
· Continued to monitor and publish Scope 1 & 2 emissions (first inventory conducted for 2019)
· Achieved reasonable assurance for FY22 Scope 1 & 2 emissions measurements
· Conducted first GHG Scope 3 emissions screening to determine relevant emission categories

FY23

GHG Emissions
· Completed first Scope 3 inventory and conducted climate risk assessment with integration into ERM process
· Purchased Renewable Energy Certificates (RECs) to offset Scope 2 emissions

Sustainable Procurement
· Included sustainability topics in our supplier onboarding questionnaire.
· Developed supplier diversity reporting and seeking opportunities to expand our diversity spend.

FY24

GOALS

Climate Change
· Publish first stand-alone TCFD report
· Develop and commence implementation of climate transition plan
· Submit emissions reduction targets to SBTi

GOALS

Sustainable Procurement
· Continue implementing supplier assessment and diversity program
· Foster collaboration with suppliers to identify opportunities to reduce Scope 3 emissions

Regulations
· Monitor and comply with applicable sustainability regulations and standards
· Advance internal sustainability governance and oversight

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Climate Change

Severe weather events such as record-breaking heatwaves and devastating storms and floods have become more frequent.[1] These events illustrate the negative impacts of climate change on communities, ecosystems, and economies. There is a need to urgently address the impact of climate change both in terms of adaptation and mitigation as we work towards a more resilient and sustainable future.[2]

FactSet understands that climate change poses a threat to the livelihood of people and economies worldwide. As a business with a global presence, we are also aware that the effects from climate change may impact our business and operations in a variety of ways. As a result, we understand we have a need to adapt our operations to mitigate the negative impacts of climate change.

Greenhouse Gas (GHG) emissions contribute to climate change, which can negatively impact many aspects of society through changes in temperature, precipitation, and extreme weather events like fires, droughts, and floods.

FactSet is committed to the fight against climate change by measuring and disclosing our GHG emissions (scope 1, 2 & 3), setting ambitious emissions reduction goals and implementing strategies that support such targets. In fiscal 2023, we prepared our first scope 3 emissions inventory covering relevant scope 3 categories while continuing to calculate, verify, and publicly disclose our GHG scope 1 and scope 2 emissions.

During fiscal 2022, we strengthened our commitment to reducing our environmental footprint by publicly announcing our intention to set a near-term, company-wide emissions reduction target in line with the Science Based Target initiative (SBTi). In addition to committing to SBTi, FactSet also announced our goal of achieving net zero emissions across scopes 1 and 2 by 2040.

[1]*Climate Change 2023: IPCC, 2023*
[2]*Full throttle on net zero: Creating value in the face of uncertainty: McKinsey & Company, 2023*

■ FactSetters at the NRWA outdoor beautification event.

Sustainability Goals	Status	Progress in fiscal 2023
Goal: Achieve net-zero* scope 1&2 emissions by 2040	Ongoing	In fiscal 2023, we made progress on developing a transition plan, which highlights our emissions reduction strategies and our pathway to reaching net-zero emissions. FactSet plans to publish its first stand-alone TCFD report to highlight our climate change efforts in fiscal 2024.
Goal: Set company-wide emission reduction target in line with the Science Based Target initiative (SBTi)	Ongoing	We are in the process of determining our near-term emissions reduction targets across scope 1, 2 & 3, which we plan to to SBTi for approval in fiscal 2024.

*FactSet defines net-zero as reducing our emissions to as close to zero as possible, and then offsetting any residual emissions.

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Climate Risk Assessment

In fiscal 2023, FactSet conducted a climate risk assessment to identify the likelihood of future climate-related hazards and assess their potential impacts on our business. As part of this process, we assessed both transition risks (risks associated with a transition to a low carbon economy) and physical risks (risks associated with changing temperatures and weather patterns). The specific climate-related risks analyzed were selected in alignment with the guidance issued by the Task Force on Climate-Related Financial Disclosures (TCFD). Our assessment of these risks included analyzing both the probability of the risk and the potential magnitude of its impact on our business. We conducted this analysis under different climate scenarios and over different time horizons: short, medium, and long. This analysis was intended to help us capture appropriate risks and help us effectively prioritize any mitigation efforts in our strategic planning. The results of the climate risk assessment have been integrated into our Enterprise Risk Management (ERM) process.

Transition Risks

We assessed four categories of transition risks: Policy and Legal; Technology; Market; and Reputation. Within each of these categories, FactSet assessed specific risks to our organization and determined whether the risks were applicable based on their likelihood and impact. Analyzing these risks, we found no significant transition risks to our business based on impact and likelihood in the short, medium, and long term.

Physical Risks

We considered two types of physical risks: acute and chronic. Acute risks are event-driven and independent of one another. The acute risks that we assessed included drought, flood, freeze, severe storm, tropical cyclone (hurricane), wildfire, and winter storm. Chronic risks are the result of long-term climatic shifts. The chronic risks that we assessed included sea level rise, changing temperature, changing precipitation, and water stress.

We found in our analysis that FactSet operations in the Asia-Pacific region are most likely to see the greatest increase in potential climate-related events as well as the most severe potential impacts as a result. Risks such as changing temperatures, resulting in extreme heat, sea level rise, water stress, tropical cyclones, and floods were assessed to be mostly low to medium likelihood in the short, medium, and long term, with the potential to impact some of our Asia-Pacific locations. Many of our European and North American locations were assessed to be less likely to see occurrences of most physical risks .

The risk assessment helps us capture appropriate climate-related risks and enables us to effectively prioritize any mitigation efforts in our strategic planning.

Riga Office volunteers took part in the river restoration project organized by Pasaules Dabas Fonds (WWF).

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Scope 1 and 2 Emissions

Greenhouse Gas (GHG) emissions represent one of FactSet's most material environmental topics. We recognize the importance of quantifying our scope 1 and 2 emissions. Scope 1 accounts for emissions for which FactSet is directly responsible. Scope 2 accounts for indirect emissions for which FactSet is responsible, primarily related to electricity usage. Monitoring our GHG emissions allows us to better understand where they come from and where there are opportunities for reduction measures.

FactSet continues to assess the impact of its GHG emissions by calculating and reporting its scope 1 and scope 2 emissions across its operational boundary in line with the ISO 14064-1 standard and the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard. Our scope 1 and scope 2 emissions calculations for our fiscal years 2019-2022 have been third-party validated to the ISO 14064-1 standard, and our 2023 data are in the process of being validated. We continue to implement environmental practices that encourage more efficient energy use, as purchased electricity currently accounts for the largest amount of our scope 1 and scope 2 GHG emissions.

Scope 1 & 2 GHG Emissions Trend

While our combined scope 1 and 2 emissions have increased in the past two years, this is primarily the result of the lifting of restrictions from the COVID-19 pandemic and more employees returning to work in-person at our office locations. Fiscal 2023 represented the first full year without those restrictions, and our combined scope 1 and 2 emissions are 12% lower than the last such year in fiscal 2019.

We achieved that result while still growing revenues more than 45% and increasing our headcount by more than 25% over the same period.
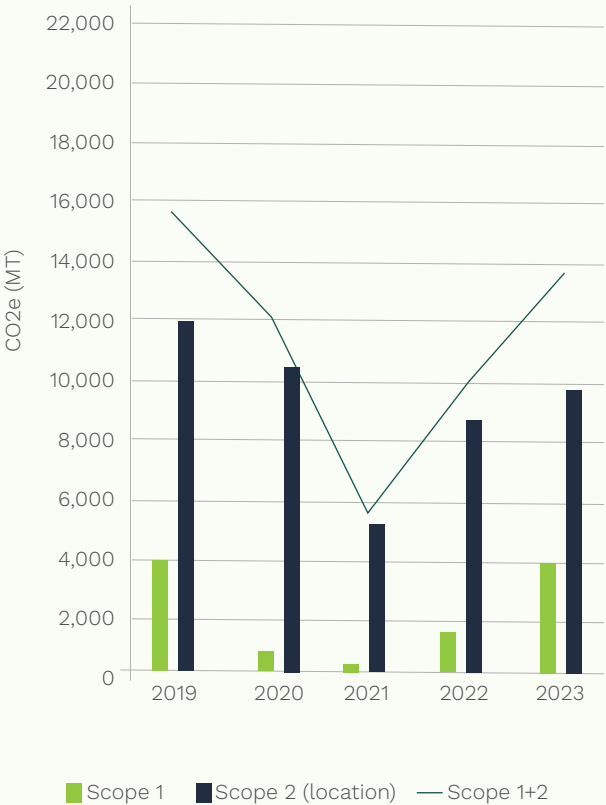
The two primary sources of our scope 1 and 2 emissions are electricity consumption at our office locations and the transportation we provide to our employees in Hyderabad, India and Manila, Philippines, which combined account for 80% of our scope 1 and 2 emissions. We will continue to implement our emissions reduction strategies, such as evaluating our real estate portfolio, exploring green lease opportunities, and making efforts to reduce energy consumption across our offices.

TABLE 1: SCOPE 1 AND SCOPE 2 GHG EMISSIONS

Emissions	FY23	FY22	FY21	FY20	FY19
Scope 1	3,815	1,421	647	1,011	3,764
Scope 2 (location)*	9,630	8,531	5,374	10,751	11,521
Scope 1+2	13,445	9,952	6,021	11,762	15,285

Fiscal 2022 data reflects three changes from prior reporting: 1) we reclassified 375 tons of emissions for chilled water cooling from scope 1 to scope 2; 2) we identified a correction on a utility bill for chilled water that increased cooling emissions by 1,768 tons that is now included under Scope 2; and 3) we reclassified 12 tons of emissions from short-term office leases under scope 2 to scope 3, category 8: upstream leases.

FIGURE 1: SCOPE 1 & 2 EMISSIONS TREND

Scope 1 ■ Scope 2 (location) — Scope 1+2

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Scope 3 Emissions

Scope 3 emissions are indirect emissions from our value chain, which include upstream and downstream emissions. In fiscal 2022, FactSet completed our first scope 3 screening using the Greenhouse Gas Protocol's Quantis Scope 3 Evaluator tool to identify our most significant sources of scope 3 emissions, and we completed the same exercise for fiscal 2023. The applicable scope 3 emissions categories identified for FactSet are purchased goods and services, employee commuting, fuel- and energy-related activities, investments, business travel, waste generated in operations, capital goods, and upstream leased assets.

Through the screening, we identified purchased goods and services (including capital goods) as the primary source of our scope 3 emissions. This represented 75% of our scope 3 emissions for fiscal 2023. We also identified employee commuting and business travel as significant contributors to fiscal 2022 and 2023 scope 3 emissions, representing 16% and 3% of our fiscal 2023 scope 3 emissions, respectively.

Following the screening, we have prepared scope 3 inventories using available data and estimating any data where actuals were not available for both fiscal 2022 and 2023. Our scope 3 emissions data for fiscal 2022 was disclosed in our 2023 CDP submission. Due to data limitations, certain categories of scope 3 were calculated on a calendar year basis, and some were calculated on a fiscal year basis. We also utilized primary data where available and secondary data for categories where primary data could not be obtained. We continue to work with our suppliers and other stakeholders to collect primary data where possible for our calculations.

TABLE 2: FY22 AND FY23 SCOPE 3 EMISSIONS BY CATEGORY

Scope 3 Categories	FY22 (MT CO2e)*	FY23 (MT CO2e)
C1: Purchased goods and services	39,992	42,517
C7: Employee commuting	12,750	6,093
C3: Fuel- and energy-related activities	2,837	5,020
C15: Investments	659	3,673
C6: Business travel	2,348	3,487
C5: Waste generated in operations	1,507	1,671
C2: Capital goods	10	204
C8: Upstream leased assets	12	22
Total	60,115	62,687

Fiscal 2022 reflects two changes from the scope 3 inventory reported in FactSet's 2023 CDP response: 1) due to significant changes in emission factor methodologies for three categories (C1: Purchased goods and services, C3: Fuel- and energy-related activities, and C6: Business travel), we recalculated emissions for those categories for greater accuracy, consistent with GHG Protocol guidance and 2) we included emissions for C8: Upstream leased assets.

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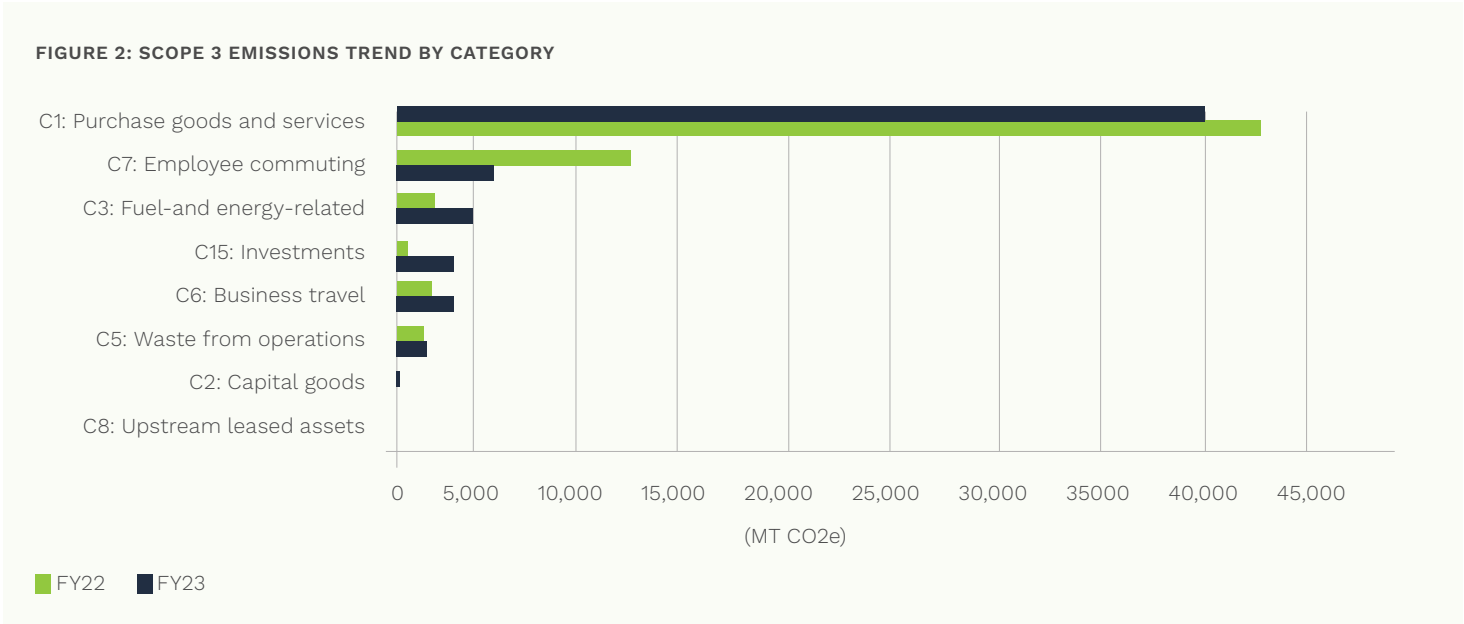Governance

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Scope 3 Emissions Trend

Comparing the two years of available scope 3 data, fiscal 2023 emissions reflect a slight increase of 4% compared to fiscal 2022. There were two significant factors that resulted in the total year-on-year change: 1) an increase in purchased goods and services spend and associated emissions; 2) an increase in emissions activity from fuel and energy usage, business travel, and investment activity.

Improving the accuracy of our scope 3 data is an on-going challenge, as it is for many companies, particularly as our largest source of emissions is purchased goods and services. We aim to address this challenge with help from our suppliers as we prioritize those vendors representing our largest areas of spend and greatest emissions intensity.

TABLE 3: TOTAL ENERGY CONSUMPTION

Energy	FY23	FY22	FY21
Total Energy (MWh)	39,367.33	21,316.77	19,918.55

FIGURE 2: SCOPE 3 EMISSIONS TREND BY CATEGORY

FY22
FY23

A FactSetter's photo entry for the 2023 Get into Nature Photo Campaign.

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GHG Emissions Reduction Targets and Strategies

FactSet understands the importance of setting and monitoring our emissions reduction targets as a means for reducing our company-wide environmental impact. We have committed to setting a near-term, company-wide emissions reduction target following the guidelines laid out by SBTi, an organization helping companies to set and achieve emissions reduction targets in line with the Paris Agreement.

In line with our letter of commitment to SBTi, FactSet is currently in the process of developing our emissions reduction targets. FactSet signed an SBTi letter of commitment in July 2022, and we plan to submit our proposal to SBTi no later than July 2024.

Apart from our commitment to set a near-term SBTi target, during fiscal 2022 we also set a goal of achieving net zero scope 1 and scope 2 emissions by 2040. In pursuit of this goal, we are developing a climate transition plan aimed at reducing our emissions to as close to zero as possible, and then offsetting any residual emissions.

Our reduction strategy is focused on exploring alternative ways to reduce emissions within our facilities and services. We are continuing our migration to cloud services to enhance energy efficiency for our product offering. Additionally, we are critically analysing our real estate portfolio and reducing the portfolio as appropriate. For example, in fiscal 2023, we completed the consolidation of our Paris offices into a single office, thereby reducing our scope 1 and 2 footprint. Three Paris offices - Rue de Chateaudun, Rue du Havre and Paris-Bisam - were merged into a brand-new joint office in 32 Rue Blanche. The consolidation focused on eliminating redundant office desks as a result of our hybrid mode of work and resource efficiency. Read more on the new 32 Rue Blanche facility in the Case Study on the following page.

Renewable Energy Program

FactSet is actively exploring opportunities to reduce our GHG emissions through the use of renewable electrical energy. In fiscal 2023, we procured renewable energy credits (RECs) to reduce our scope 2 emissions for fiscal 2022. While FactSet operates out of green buildings when possible, we are a lessee at all of our locations, and as a result, we are restricted in our access to on-site renewable assets. Given this limitation, we plan to continue establishing a budget for the purchase of RECs. Our policy is to purchase only RECs that are Green-e Certified, or that have similar qualities to Green-e Certified RECs, with the objective of ensuring that the power purchased is directly generated from a renewable asset and is retired after purchase.

In fiscal 2023, we completed the consolidation of our Paris offices into a single office, thereby reducing our environmental footprint.

Green Buildings

We continue to manage operations responsibly by emphasizing the importance of green buildings and improving upon previous practices to increase the efficiency of operations across all our facilities.
Of FactSet's 34 global locations, 13 buildings have obtained LEED or LEED-equivalent (e.g., BREEAM) certification.

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Case Study

New Paris Office - 32 Rue Blanche

In March 2023, FactSet merged our three Paris offices into one brand-new joint office. The three former offices together accounted for approximately 3000 m² and more than 230 desks. Our new consolidated office has a total of 72 desks and 1000 m² with an additional 217 m² and 7 desks in the project center. We were able to significantly reduce our office size and number of desks due to our hybrid work model.

Right from the start of our renovation work, we prioritized sustainability by selecting environmentally friendly products and implementing different efficiency measures. We focused on lower energy consumption, better air quality, energy-efficient lighting, proper waste disposal and eco-friendly furniture. Through the consolidation, we reduced the number of printers, thereby cutting down on our paper waste. Our recycling program is consistent with the building recycling policy and with workplace best practice. We installed motion-activated light switches and LEDs that use 75% less energy and can last more than three times longer than regular bulbs – which helps cut costs and reduce our carbon footprint as LED bulbs are non-toxic and recyclable. All materials and furniture were carefully selected for quality, ergonomics, and sustainability. For example, we chose ID Mesh Chairs from Vitra, a Swiss family-owned furniture manufacturer with high quality products and European sourcing, responsible procurement and recycling programs.

We also considered sustainability in our choice of office building in Paris. The 32 Rue Blanche location is a historic steel-framed building that was constructed in 1910 to house the warehouses and workshops of Galeries Lafayette. The building offers numerous amenities such as reception, lobby, restaurants, cafeteria, roof top, gym, meeting rooms, a 163-seat auditorium, a 51-space car park and bicycle parking.

Some of its environmentally friendly features include:

- 32 Rue Blanche is connected to the Fraîcheur de Paris, the urban cooling network that uses water from the river Seine to chill offices and public buildings. This cuts costs for energy-intensive air conditioning systems as it is powered by 100% renewable electricity.

- CO2 sensors installed in each room to adjust airflow and further improve indoor air quality.

- Installation of new water saving equipment, leading to an estimated 40% reduction in water consumption throughout the building (7,600 m3/year vs 15,800 m3/year in similar buildings according to BREEAM benchmark).

- Installation of bird and insect nesting boxes as well as planting of new species of indigenous plants in the green areas of the roof.

- 32 Rue Blanche has obtained sustainability certifications such as BREEAM In-Use (excellent), WiredScore (platinum), HQE Batiment Durable (excellent), and NF HQE (excellent).

Our new Paris office not only contributes to our environmental footprint reduction strategy but also provides a workspace that our employees genuinely love. We have organized numerous employee events in this new office space, adding to the positive atmosphere and engagement.

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Waste Management

We continue to monitor, measure and manage waste generated across all our facilities. We seek to decrease the use of paper across all our operations, thereby reducing our paper waste. We aim to fully recycle and reuse electronic equipment to the extent possible while ensuring appropriate customer and employee data-wiping protocols.

FactSet has an internal policy for treating office furniture and electronics at the end of their life. Where the necessary services are available, office furniture in reasonable condition is offered to employees, then to the other tenants in the building, and finally to local non-profits. The remaining equipment is then removed by a third-party office decommissioning company with the understanding that everything hauled away will first be resold, reused, or recycled, with any remainder after those activities sent to a landfill. For electronics (e-waste), we use third-party vendors who use destruction policies that are environmentally friendly and consistent with local requirements.

In fiscal 2023, we generated approximately 3,462 metric tons of waste. We recycled or reused approximately 319 metric tons of waste. We estimated that 232 metric tons of e-waste, including batteries, out-of-date electronic equipment, and other such materials, was recycled in fiscal 2023 by FactSet to prevent harmful metals from being dispersed into the environment. To limit the amount of paper entering landfills, all FactSet facilities partner with local paper shredding services that recycle all received waste.

TABLE 4: WASTE METRICS FOR FISCAL 2023*

Material	Waste (MT)
Total Waste Generated	3,462
Recycled e-Waste	232
Recycled Waste	56
Recycled Paper	30
Recycled and Reused Furniture	1
General Waste (Landfill)	3,143

* Currently, most of our waste data is estimated. We are working to collect more primary data.

319 Tons
of waste recycled

■ FactSetters volunteered to clean up a beach at the Las Piñas - Parañaque Critical Habitat and Ecotourism Area (LPPCHEA) in the Philippines.

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Sustainable Procurement

FactSet engages with many product vendors and service providers to carry out our business operations. Our aim is to align with vendors that share our values. FactSet has published a Supply Chain Code of Conduct and requires our vendors to confirm their adherence to this code.

Building on FactSet's existing Supply Chain Code of Conduct, we have also created a Sustainable Procurement Policy, Supplier Diversity Policy, and a sustainability-focused supplier questionnaire. Our procurement team manages the relationships with our supplier base to drive our sustainable and supplier diversity procurement objectives.

Supply Chain Code of Conduct and Policies

FactSet engages with our global suppliers with the aim to ensure that they, and their respective supply chains, uphold standards of ethics and conduct in accordance with FactSet's Supply Chain Code of Conduct. Our Supply Chain Code of Conduct emphasizes our core sourcing principles for selecting suppliers, as well as our expectation that our suppliers uphold:

- Ethical business practices
- Human rights
- Workers' rights
- Environmental management
- Proprietary and privacy rights

To complement our Supply Chain Code of Conduct, FactSet has adopted a Sustainable Procurement Policy to guide our internal procurement team on purchasing decisions. Our Sustainable Procurement Policy is grounded in the Six Principles of Responsible Investment as well as the Ten Principles of the UN Global Compact.

Our Sustainable Procurement Policy covers sustainability requirements for our suppliers, including prohibiting child labor, respecting the right to freely associate and collectively bargain, and adhering to responsible environmental management. Our Sustainable Procurement Policy also encourages suppliers to share their sustainability data, including their greenhouse gas inventories, with FactSet upon request.

In the past year, FactSet also formalized its commitment to increase supplier diversity by adopting our Supplier Diversity Policy and initiating our Supplier Diversity Program. The primary goal of this policy and program is to provide greater access and opportunities to diverse suppliers that meet our procurement and contractual standards. In implementing the supplier diversity program, our procurement team determined our baseline of diverse direct supplier spend, including our spend on small businesses and businesses owned by historically disadvantaged or underrepresented groups, to use as a benchmark moving forward.

Risk Management

In fiscal 2022, FactSet hired an independent, third-party consulting firm to conduct a sustainability risk assessment of our direct suppliers to assist us with mitigating any potential sustainability risks from our supply chain. The risk assessment evaluated suppliers based on the category of goods or services supplied, the supplier's country of origin, and FactSet's annual spending with the supplier. From the risk assessment, FactSet identified select suppliers for whom we requested a rating from EcoVadis, a sustainability rating service. FactSet used the EcoVadis platform for deeper understanding of the select suppliers' environmental, labor, and human rights, ethics, and procurement impacts.

Additionally, in fiscal 2023, we conducted our first scope 3 emission inventory in alignment with the Greenhouse Gas Protocol, to better understand our GHG footprint across our value chain. We will also continue to work with suppliers to encourage them to measure and reduce their emissions as part of our environmental efforts.

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Supplier Diversity Program

At FactSet, we recognize the pivotal role that diversity and inclusion play in fostering innovation and resilience across the value chain. We believe that a robust supplier diversity program can help to create a more equitable business landscape.

Diversity within the supply chain not only enhances the economic fabric of the communities where we operate, but also contributes to our overall business objectives.

We believe that a diverse network of suppliers brings unique perspectives, experiences, and expertise to our supply chain. By actively seeking out and engaging with minority-owned, women-owned, veteran-owned, LGBTQ+-owned, and other underrepresented businesses, we aim to create a more inclusive and resilient supply chain. The ELT supports supplier diversity and promotes it throughout FactSet and its supply base.

Future Events and Initiatives

In fiscal 2024, we will continue collaborating with our suppliers to enhance our knowledge of value chain emissions and actively work to reduce them. Concurrently, we remain committed to advancing our supplier diversity program, and its continued implementation and success.

Click here to find out more about our Supplier Diversity Program.

Award

EcoVadis is a provider of business sustainability ratings, intelligence, and collaborative performance improvement tools for global supply chains. In the EcoVadis 2023 rating, FactSet scored 68, a 4-point increase from our 2022 assessment. Additionally, FactSet attained a "Silver Medal," positioning us within the top 25% rated companies globally, underscoring our commitment to sustainability.

SILVER
2023
ecovadis
Sustainability
Rating

Social

At FactSet, we are not only committed to providing products and services to clients; we have a deep responsibility to contribute positively to the well-being of our employees and communities. Our social initiatives reflect our dedication to fostering the inclusive growth of our workforce, championing diversity, and caring for the communities where we do business.

- Diversity, Equity, and Inclusion
- Employee Engagement and Wellbeing
- Employee Learning and Development
- Community and Volunteerism

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Highlights

Implemented Employee Wellbeing Champions program

370
Volunteer Events

15K
Volunteer Hours

1.5M
meals distributed to people in need

90%
response Rate on Engagement Survey

346K
employee learning hours

9K
Trees planted

Published Occupational Health and Safety policy

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Diversity, Equity, and Inclusion

We recognize that Diversity, Equity, and Inclusion (DE&I) is not just a goal but a driving force behind innovation, resilience, and sustained business success. Our commitment to DE&I reflects our belief that diverse perspectives fuel collective growth and enrich our organizational culture. We prioritize an inclusive workplace where every employee feels valued, respected, and empowered to contribute their unique talents. This commitment is not just a top-down mandate; it is a shared responsibility embraced at all levels of our organization.

DE&I Governance

FactSet's commitment to DE&I begins with our Board of Directors and the support of the entire FactSet executive leadership team. We recognize that our internal and external stakeholders value DE&I to increase our overall global relevance and to positively impact the communities in which we operate. We have a Chief Diversity Officer dedicated to overseeing and advancing DE&I strategy and programs at FactSet. This crucial role ensures that DE&I remains a priority, driving actions, continuous improvement, and fostering innovation. We also have a Global DE&I Council which consists of 13 executive leaders across FactSet who are empowered to drive strategy and accountability to produce results.

DE&I Strategy

Our DE&I strategy provides a framework for FactSet's three focus areas on this topic: Workforce, Marketplace, and Society. The Workforce pillar covers areas such as leadership commitment to DE&I, transparency and accountability, people processes, retention and advancement, recruitment, education and engagement. The Marketplace pillar includes our diversity efforts across our value chain, which includes supplier diversity and collaboration with clients. Our Society pillar includes our corporate advocacy efforts relating to diversity in investments, contributions and corporate voice.

FactSet's DE&I initiatives extend beyond rhetoric to actionable programs and policies. Our leaders understand that a diverse and inclusive workforce is a strategic imperative, enhancing decision-making, and fortifying our resilience in a rapidly evolving global landscape. We are proud of the positive progress we have made in each of these areas as we continue to take steps through strategic initiatives, programs, and resources to support our global workforce and communities.

FactSet has laid a firm foundation for diversity, equity and inclusion over the past several years and it's encouraging to see the progress. We continue to see actionable leadership commitment in support of DE&I being embedded into all that we do, especially with the addition of 'Always Inclusive' being established as one of our overall company values. The global participation of our workforce through Business Resource Groups also helps to sustain our DE&I strategy through education, engagement, and advocacy. As we move forward, we strive to strengthen our collaborative efforts to further advance DE&I initiatives while cultivating a safe, diverse, and inclusive atmosphere for all FactSetters.

Desiree Dancy
Chief Diversity Officer

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DE&I Strategy

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Workforce

1. Leadership Commitment
2. Transparency & Accountability
3. People Processes
4. Retention & Advancement
5. Recruitment
6. Education
7. Engage

→ Inclusion, Equity, & Belonging

2

Marketplace

8. Supplier Diversity
9. Collaboration with Clients

→ Economic Opportunity

3

Society

10. Investments
11. Contributions
12. Corporate Voice

→ Justice

■ Some FactSetters at our Hyderabad office during Traditional Day celebration.

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Workforce

Transparency & Accountability

Publishing our workforce demographics, including our annual EEO-1 federal data, continues to be an essential component of our DE&I journey at FactSet.

In fiscal 2023, we launched DE&I Accountability Goals which apply to all employees as part of their annual performance goals. These company-wide DE&I goals included efforts such as integrating DE&I topics in team meetings, participating in DE&I programming and learning sessions, adhering to inclusive hiring best practices, and completing Unconscious Bias training. These goals were allocated by level and are part of our efforts to actively support FactSet's overall DE&I journey.

People Processes

To further our continued investment in DE&I, we also launched the Business Resource Group (BRG) Recognition Program. We know that our BRGs play a crucial role in contributing to a more engaged and inclusive workplace, and the BRG Recognition Program recognizes and celebrates BRG leaders for their hard work, dedication, and leadership of programming that inspires and engages colleagues around the world. Furthermore, we have also added BRG leadership performance into applicable annual employee performance reviews and have established annual equity awards for all BRG Co-chairs as well as notable BRG Steering Committee members who have gone above and beyond in their roles.

■ These murals were donated to decorate the walls of Jackson Avenue Family Residence.

Additionally, we have a Global Gender Inclusivity Policy and supporting resources which helps us to provide a safe, supportive work environment where all rights and identities are respected and protected. As restated in this policy, FactSet prohibits discrimination on the basis of gender identity or gender expression, and we believe that all FactSetters have the right to be addressed by their chosen names and the pronouns that correspond to their gender identity or expression, no matter where in the world they are based.

Retention & Advancement

Sponsorship Initiative – In fiscal 2023 we implemented a sponsorship program to create equitable opportunities for those seeking career advancement. With a focus on enhancing growth opportunities and retention, the program was designed to help facilitate sponsorship relationships between executives and senior leaders. Sponsors were asked to identify two people to sponsor, with one identifying differently from the sponsor across the lines of gender and/or race, while also being mindful and inclusive of all other identities and regions. This requirement helped to create equitable opportunities for those seeking career mobility by promoting proactive, reciprocal, sustained relationships between Sponsors and Sponsees that could be greatly beneficial for both parties.

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Business Resource Groups (BRGs)

BRGs are employee-led networks that provide volunteer leadership opportunities for employees to develop and implement programming aligned to FactSet's business and DE&I initiatives. While each BRG focuses on a specific dimension of diversity, all are guided by our core value of inclusion and are open to all employees. Our BRGs play a crucial role in contributing to a more engaged and inclusive place to work for all FactSetters and support the recruitment, development, and retention of our diverse workforce. Many of our senior leaders serve as Executive Sponsors for our BRGs, thereby increasing the visibility of these employee networks.

Member Testimonials

FACTSET ASIAN BRG

Growing up, I never thought "Asian culture" was important to me but as I got more involved with the FactSet Asian BRG and now serve as a Co-chair, I have come to realize how being a part of this network has enriched my life both personally and professionally. Through our programming and activities, I believe we've made a positive impact on our members and helped spread cultural awareness across the organization.

– George Wang | Americas

FACTSET BLACK BRG

In my 15-year tenure at FactSet, I will always reflect on how becoming a part of a BRG truly transformed my experience at the organization. Not only did it allow me the opportunity to impact change on a larger scale, but it also provided me with a sense of belonging that I didn't even realize was missing. I have found an amazing support system, great mentors, and friends.

– Kira Irchirl | Americas

FACTSET FAMILIES BRG

It has been an insightful journey launching the Families BRG in APAC and recognizing that we have similar experiences in managing our work and home life, even when our 'family' might not look the same. I have created new personal connections I would not have otherwise made and strengthened existing relationships with colleagues. Being part of a FactSet BRG provides a sense of belonging that goes well beyond your immediate team and work location.

– Sally Armstrong | APAC

FACTSET LATINX BRG

Stepping into the Co-chair role of the Latinx BRG has deepened my personal and professional growth. Personally, I am always excited to bring in my perspective as a first-generation college grad and second-generation Latina to the table, enabling me and others to create and innovate with intention. Additionally, transitioning into a new Quant and Risk Specialist role while being Co-chair allowed me to expand my leadership skills, enhancing my active listening and effective communication to ensure all voices were heard and valued.

– Katherine Ramirez Perez | Americas

FACTSET MULTICULTURAL BRG

Helping lead the EMEA Multicultural BRG has allowed me to explore my passion of cultural inclusivity and has highlighted many creative ways to support DE&I at FactSet. As a BRG leader, I've gotten vital exposure to many aspects of business such as planning, finance, marketing, and project management. This opportunity has not only expanded my emotional intelligence through my own personal reflection but has helped me develop many transferable skills within the company.

– Andre Benjamin | EMEA

FACTSET WOMEN'S BRG

Serving as Co-chair for the inaugural APAC Women's BRG gives me a sense of immense pride and hope. This BRG supports our women leaders and builds collaboration to ensure the voices of women from each subregion are heard and understood. Our collective efforts foster a culture of inclusivity and allyship while creating a safe environment to inspire, encourage and develop the next generation of women leaders.

– Natalia Stansall | APAC

FACTSET PRIDE BRG

As a proud member of the LGBTQIA+ community with a strong technical background from the Data Solutions group, I'm deeply grateful for the opportunity to lead the Pride BRG Manila. It is always an honor to represent our organization at trainings and forums that focus on Diversity, Equity, and Inclusion (DE&I). These experiences have not only honed my interpersonal leadership skills but have also enabled me to build a diverse network beyond FactSet, connecting with various BRGs from different companies in the Philippines. By organizing internal events, I'm able to share my insights and learnings with fellow FactSetters, contributing to the cultivation of an "Always Inclusive" environment that promotes allyship within the company.

– Charmaine Santos | Manila

FACTSET VETERANS BRG

I have been a Co-chair of the EMEA Veterans BRG for two years now and it has been fantastic to share with the larger FactSet community the values that our BRG stands for. Over the past year, we have brought FactSetters together for activities that have strengthened us mentally and physically, and we've hosted speaker events that have provided inspirational insights and knowledge. I am proud to assist in cultivating a community for all those who have served, currently serve, or are the family members or friends of veterans.

– Carl Cedstrand | EMEA

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Inclusive Education

We provide a variety of educational opportunities through our Interfaith Education series and Unconscious Bias Training. Our Unconscious Bias Training was part of our fiscal 2023 company-wide goals for all employees.

Interfaith Education Series

The Interfaith Education Series is geared to help employees navigate cultural and religious diversity in the workplace. For employees of all faiths and none, we understand that religion and beliefs are a part of life that shows up in the workplace. FactSet is committed to developing a company culture that proactively engages religious diversity by providing employees with the opportunity to intentionally learn about one another and see the strength of genuine workplace acceptance. In fiscal 2023, we held learning sessions that explored topics on Antisemitism and Islamophobia to help our employees learn and cope with global issues being felt around the world. As company with global operations, greater awareness of these topics helps FactSet employees build better relationships and work more effectively together.

Marketplace

Our commitment to DE&I extends beyond our internal operations. In fiscal 2023, we enhanced our Supplier Diversity program throughout our value chain. Working with our procurement team, we conducted a comprehensive audit of minority-owned spend and suppliers. This initiative aimed to create an inventory of suppliers that mirrors the diversity found within our workforce and communities.

We have continued our engagement with clients, integrating DE&I efforts into our interactions. By extending our DE&I programming and events to our client base, we strive to foster a broader collaborative approach. This engagement not only enriches our collaborations but also strengthens our collective efforts on DE&I issues.

Society

Beyond our organizational borders, our commitment to diversity and inclusion extends to society at large. We actively advocate for DE&I principles, participating in collaborations and partnerships that aim to address systemic inequalities and promote social justice. Through these initiatives, we contribute to creating a more inclusive and equitable society:

CEO [ACT!ON] FOR DIVERSITY & INCLUSION

CEO Action for Diversity and Inclusion Pledge

We continue our work through actionable steps in fulfilling our commitment to the CEO Action for Diversity and Inclusion Pledge. We have incorporated specific actions as a participating company to cultivate a trusting environment where all ideas are welcomed, and employees feel comfortable and empowered to discuss diversity and inclusion.

At FactSet, this includes:

- Continuing to make our workplace a trusting place to have complex and sometimes difficult conversations about diversity and inclusion
- Implementing and expanding unconscious bias education
- Sharing best practices—and lessons learned—with other companies

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HRC (Human Rights Campaign)

FactSet is a proud signatory to the Human Rights Campaign (HRC) Business Statement on Anti-LGBTQ State Legislation, stating our clear opposition to harmful legislation to restrict the access of LGBTQ+ people in society. We are deeply concerned by the bills being introduced in state houses across the United States that single out LGBTQ+ individuals—many specifically targeting transgender youth—for exclusion or differential treatment. Laws that would affect access to medical care for transgender people, parental rights, social and family services, student sports, or access to public facilities such as restrooms unnecessarily and uncharitably single out already marginalized groups for additional disadvantage. They seek to put the authority of state government behind discrimination and promote mistreatment of a targeted LGBTQ+ population.

FactSet is a proud member of the HRC Business Coalition for the Equality Act, supporting the federal legislation that would provide the same basic protections to LGBTQ+ people as are provided to other protected groups under federal law.

The Equality Act creates clear, consistent protections to prohibit discrimination based on sexual orientation and gender identity in employment, designed to ensure that LGBTQ+ employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination of LGBTQ+ people in housing, credit, and jury service. The bill would also prohibit discrimination in public spaces and services, and federal funding based on sex, sexual orientation, and gender identity.

■ FactSetters from the New York office spent a couple of hours with third graders from PS 64M in lower Manhattan to read an inspirational book in celebration of Black History Month.

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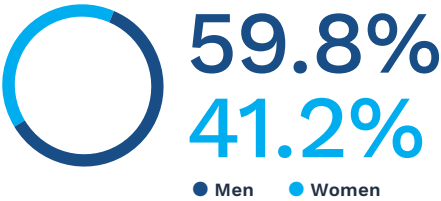Appendix

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Workforce Representation

At FactSet, we firmly believe that an effective board of directors should encompass a diverse blend of experience, expertise, and perspectives, reflecting attributes such as gender, gender identity and expression, age, sexual orientation, ethnicity, geographic background, personal skills, and qualities.

Within our Board, 33.33% of our directors were women. Women constituted 58.33% of our Executive Leadership Team, which consists of officers from the Executive Vice President position up to CEO.

Future Events and Initiatives

We look forward to refining organizational DE&I goals, strengthening our BRG function, increasing collaboration and partnerships, and exploring mentorship opportunities for our workforce.

Global Gender Overall

59.8%
41.2%

● Men ● Women

U.S. Race/Ethnicity Overall

65.9%
White

20.4%
Asian

6.2%
Hispanic/Latinx

4.8%
Black/African American

1.9%
Two or More Races

0.2%
American Indian/Alaska Native

0.0%
Native Hawaiian/Pacific Islander

0.7%
Race/Ethnicity Not Disclosed

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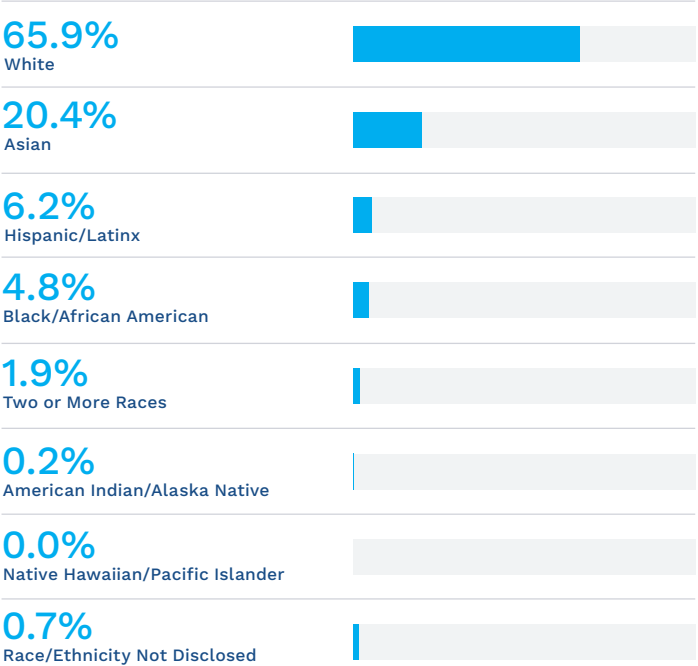
Global Gender Leadership

72.2%
27.8%
● Men ● Women
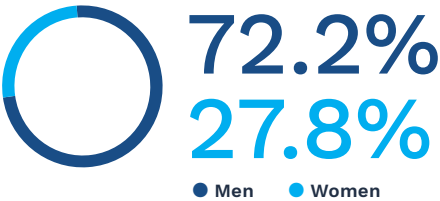
U.S. Race/Ethnicity Leadership

77.1%
White

16.9%
Asian

2.7%
Hispanic/Latinx

2.2%
Black/African American

0.4%
Two or More Races

0.1%
American Indian/Alaska Native

0.0%
Native Hawaiian/Pacific Islander

0.6%
Race/Ethnicity Not Disclosed

Global Gender Tech

77.0%
23.0%
● Men ● Women

U.S. Race/Ethnicity Tech

52.7%
White

34.9%
Asian

6.3%
Hispanic/Latinx

3.6%
Black/African American

1.7%
Two or More Races

0.1%
American Indian/Alaska Native

0.0%
Native Hawaiian/Pacific Islander

0.7%
Race/Ethnicity Not Disclosed
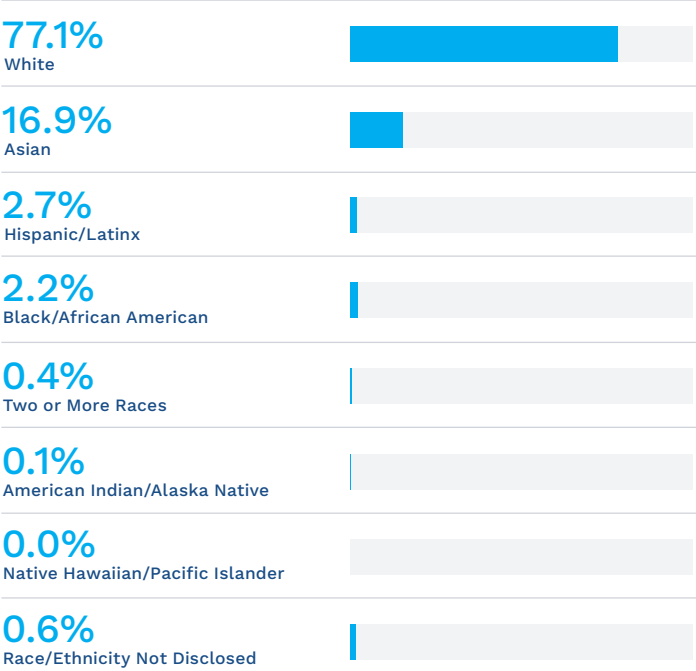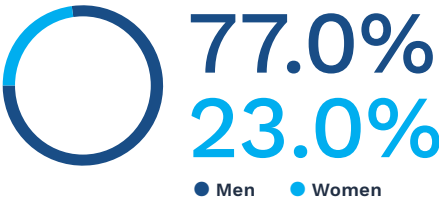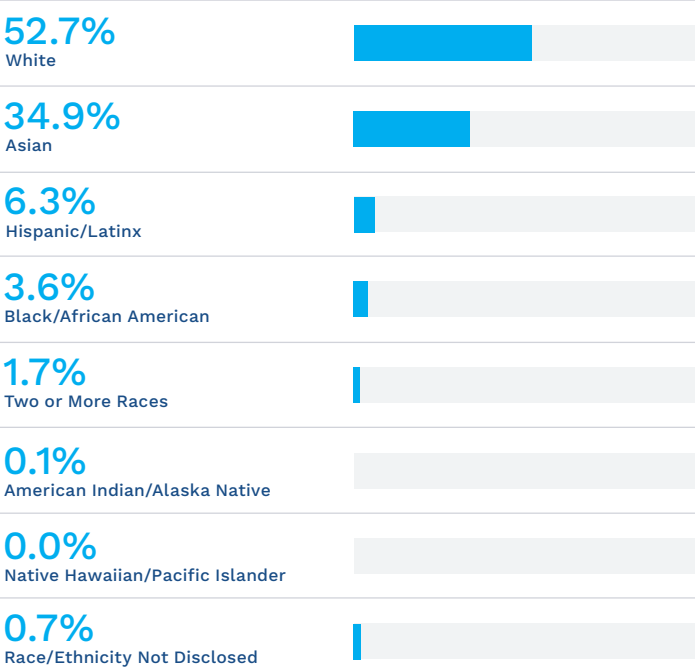
Global Gender Non-Tech

54.1%
45.9%
● Men ● Women
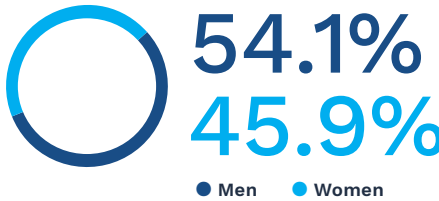
U.S. Race/Ethnicity Non-Tech

72.8%
White

12.8%
Asian

6.1%
Hispanic/Latinx

5.4%
Black/African American

2.0%
Two or More Races

0.3%
American Indian/Alaska Native

0.0%
Native Hawaiian/Pacific Islander

0.6%
Race/Ethnicity Not Disclosed

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Other HR Metrics

TABLE 6: NUMBER OF EMPLOYEES BY REGION

Region	Number of Employees	Percentage
Americas	2,487	20.3%
Asia Pacific	298	2.4%
EMEA	1,428	11.7%
India	5,081	41.5%
Philippines	2,943	24.1%
Total	**12,237**	**100%**

TABLE 7: WORKERS WHO ARE NOT EMPLOYEES

Region	Number of Workers Who are not Employed
Americas	174
Asia Pacific	13
EMEA	148
India	276
Philippines	38
Total	**649**

TABLE 8: NUMBER OF EMPLOYEES BY AGE

Region	Number of Employees	Percentage
21-30	6,974	57%
31-40	3,399	27.80%
41-50	1,247	10.20%
51-60	463	3.80%
61-64	59	0.50%
65 and Over	19	0.20%
Unknown	76	0.60%

TABLE 9: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

		Hires	Hire Rate	Turnover	Turnover Rate
Gender	Male	1,452	20.9%	990	14.3%
	Female	1,241	26.1%	687	14.4%
	Unknown	36		13	57.8%
Region	Americas	346	14.2%	256	10.5%
	Asia Pacific	52	17.5%	53	17.8%
	EMEA	159	11.2%	143	10.1%
	India	1,411	29.5%	807	16.9%
	Philippines	761	27.4%	431	15.5%
Age Group	65+	0	0.0%	8	41.0%
	61-64	1	1.8%	7	12.8%
	51-60	36	8.1%	56	12.6%
	41-50	61	5.1%	104	8.7%
	31-40	243	7.2%	374	11.1%
	21-30	2,306	35.0%	1,119	17.0%
	Unknown	82	145.1%	22	38.9%
Total		**2,729**	**23.3%**	**1,690**	**14.4%**

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Employee Engagement & Wellbeing

Employee Engagement and Wellbeing are important to the success of modern-day businesses. An engaged and well-supported workforce forms the backbone of a thriving enterprise and impacts recruitment, retention, and employee development. In today's competitive environment, attracting and retaining top-tier talent is a strategic imperative. Employee Engagement and Wellbeing play pivotal roles in this endeavor to attract professionals seeking workplaces that prioritize their holistic growth and job satisfaction.

At FactSet, we recognize that our greatest asset is our people. Our commitment to Employee Engagement and Wellbeing is a driving force that shapes our workplace culture. As a result, our employees thrive in an environment that values their contributions, supports their development, and fosters a sense of belonging. The synergy between our business objectives and the wellbeing of our employees positions FactSet as a workplace where talent not only flourishes but also finds a sense of purpose and fulfillment.

Annual Employee Survey

FactSet fosters employee engagement through our BRGs, training programs, and wellness initiatives and captures feedback on these and other initiatives through an annual, anonymous, and confidential global employee engagement survey administered by a third party. Aggregated survey results are reviewed by executive and senior leadership and direct managers to analyze and identify company-wide and individual operational unit focus areas and plans for improvement.

In fiscal 2023, 90% of our employees responded to this company-wide survey. Some key results from the survey were:

2023 Survey

7,400+
Comments
shared by employees in response to the survey

Increased Scores

Our scores either remained the same or increased from the previous year's survey in all areas, with the highest increases being in the areas of total compensation, compensation transparency, commitment, and recommending FactSet as a great place to work.

90% Response Rate Achieved

indicating that we heard from the vast majority of our employees across the globe

High Scores

Our highest scores were in the areas of fair treatment, authenticity, culture, and contribution success, indicating that employees feel they are treated fairly, regardless of diversity characteristics, are comfortable being their authentic selves at work, believe that FactSet has a great culture, and understand how their work contributes to the company's success.

The overall survey engagement score, which tells us how happy employees are working at FactSet, was our highest ever.

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Benefits and Wellbeing

FactSet continues its dedication to providing a holistic benefits and wellbeing program to our employees and their families. FactSet's Global Employee Assistance Program (EAP), through TELUS Health, provides resources to help employees through many of life's challenges, whether related to health, family, money, work, or anything in between. TELUS Health has a variety of tools available to meet employees where they are in their wellbeing journey. Employees can access confidential counseling sessions, self-guided resources, and one-on-one health coaching, available 24 hours a day and 365 days a year. The services and resources provided by TELUS Health help to equip FactSetters with the tools to be productive and successful in all aspects of their lives.

In fiscal 2023, FactSet continued to expand our Wellbeing Program, "Well Together." Well Together focuses on our four pillars of wellbeing - physical, emotional, financial, and social - to provide education, awareness, support, and engaging activities to encourage employees to prioritize wellbeing in all aspects of their lives. The Wellbeing team selected 19 diverse FactSetters with a passion for wellbeing to take on the role of Wellbeing champions to further elevate the program on a global scale and increase employee engagement. The champions are globally aligned to our local offices to give visibility to the Well Together program and act as a voice for all our employees.

Other employee engagement wellbeing programs we offer include:

Global Wellbeing Platform

The Wellbeing team increased employee engagement in our global wellbeing platform, available to all employees and up to three family members of their choosing. The platform is designed to connect our employees globally with a variety of wellbeing content that is easily accessible and can be woven into any schedule to help employees attain their wellbeing goals.

"Moments That Matter" and Wellness Days

For special days in employees' lives, FactSet provides two days off to celebrate quality time with family and friends. In addition to this, FactSet encourages its employees to prioritize their wellbeing and has introduced Wellness Days as additional time off across the globe for all employees. FactSet is proud to offer high-quality, affordable benefits that reflect our values and culture and are designed to meet the needs of our employees and their families at every stage of life.

Back-Up Care Program

FactSet launched a back-up care program in fiscal 2023 which provides both center-based and in-home care for children and adults/elders when there is an emergency or when regular care plans fall through. The back-up care program is available in our US, UK, Canada, Ireland, France and India locations.

Family Building Benefits

FactSet recognizes families come in many forms and that every path to parenthood is unique. The journey to become a parent can also be physically, emotionally, and financially challenging. In the U.S., FactSet offers Family Building Benefits to provide our employees with support for some of life's most significant transitions: starting a family, navigating pregnancy, and balancing life as a working parent. Fertility benefits are available through Progyny, a fertility and family-building benefits solution that combines clinical and emotional guidance and support with science and technology. In other FactSet locations, the Family Building Benefits are offered through local service providers. For further family-building support, FactSet offers our employees three mobile applications—Fertility, Pregnancy, and Parenting—through Ovia Health, a digital maternity and family benefits solution. The applications provide access to expert content and tips, personalized health insights, data-driven support, on-demand health coaching with registered nurses, and stage specific support. Recognizing the unique challenges associated with adoption and surrogacy, financial assistance, support, and guidance for adoption and surrogacy is also provided to our employees in the US. To support women employees during menopause, FactSet's office in the UK offers menopause benefits through Vitality, personalized app-based care, which also provides an online information hub with resources and articles.

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Compensation

In fiscal 2023, FactSet continued to work to improve pay transparency for all employees. Salary ranges have been made increasingly visible to our managers and employees, with an emphasis placed on educating managers so that they can have constructive conversations around pay with their teams. eLearning modules were created for managers to increase their understanding of how salary ranges are decided and how to discuss the salary structure and individual salary opportunities with their reports.

FactSet also continues to educate managers on all aspects of our compensation program, providing clarity on pay guidelines and methodology. Educational sessions were held for managers during fiscal 2023 with heavy emphasis around our year-end pay process. An enhanced Manager Guide to Pay was rolled out in fiscal 2023 along with expanded year-end pay guidance and information.

We are excited to continue this forward momentum by providing information to employees and training for managers around compensation decision-making to set our fiscal 2024 pay transparency priorities.

Employee Health and Safety

FactSet places a priority on the health and safety of our employees, their families, and the communities in which we live. We believe that maintaining a safe working environment is important to wellbeing and productivity. In fiscal 2023, we published an Occupational Health and Safety Policy. The aim is to establish and maintain a robust framework supporting health and safety objectives throughout all facilities. We adhere to relevant regulations and standards and conduct regular risk assessments to identify and mitigate workplace hazards. We engage with our employees regularly on health and safety topics and encourage the reporting of unsafe conditions in their working environment.

How We Work

Alongside other employee welfare programs, we maintain a "How We Work" guide to flexible working arrangements under which employees in many of our locations, where permitted by local laws and regulations, and where the role permits, have the opportunity to choose between different work arrangements, including the ability to work in the office or in a hybrid arrangement with the ability to split time between working remotely and in the office. Additionally, employees whose positions are not aligned to fixed working hours may elect to work a flextime schedule, working the same number of hours as is considered standard in their office location or employment contract, but during different times in the working day. We have found that these standards support our employees in being their most productive selves at work and in their personal lives. These arrangements preserve the benefit of flexibility while retaining talent, fostering creativity, innovation, collaboration, and enabling mentorship, all key drivers behind employees' productivity, satisfaction, and success. Furthermore, these provisions support our commitment to creating a diverse, equitable, and inclusive workplace, removing barriers to augment our opportunity to attract and retain talent.

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Employee Learning and Development

At FactSet, we are lifelong learners. We believe that learning and development empower our employees, foster outperformance with a growth mindset, demonstrate our commitment to our core values, and contribute to the success of FactSet's culture and business. FactSet's growth mindset is an essential part of who we are and how we work, and it is reflected in the value we place in our greatest asset—our talented workforce.

At FactSet, we believe that each employee has a unique connection to our vision and strategy, to FactSet's culture and values, and the communities in which we live. We cultivate these connections through key initiatives to empower FactSetters to grow their careers and help employees develop long-lasting relationships with colleagues and clients. We enable our employees to be their most authentic and productive selves, both at work and in their personal lives, by allowing flexibility in how and where we work, secure in the knowledge that our best ideas come from anyone, anywhere, at any time.
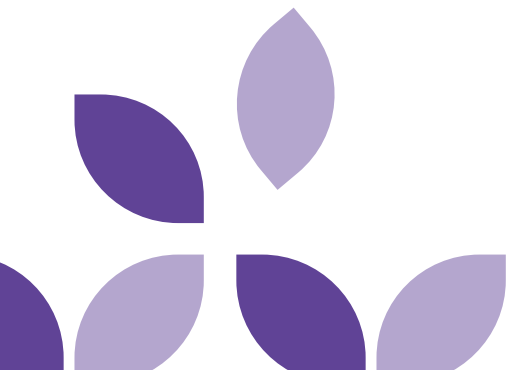
Learning and Development Team

FactSet's Learning & Development (L&D) team supports career advancement and provides input and oversight of FactSet's employee engagement efforts. The L&D team works with Learning Business Partners (LBPs) to align learning and development needs with overall business goals. LBPs are HR professionals and senior leaders within the L&D team who define and address knowledge gaps, positioning FactSet to see that, across disciplines, FactSetters are subject matter experts who can adapt quickly to changing environments and new technologies. LBP efforts contribute to learning hours that support our key workforce initiatives, including new hire training and ongoing leadership development programming, empowering our employees with the skills to succeed in the future.

Extensive training and development opportunities are also available to support employees in their pursuit of lifelong learning, including certification reimbursement for eligible expenses related to certifications like the CFA, CPIM, CAIA, and FRM exams. Additionally, paid study time off is offered to further support employees as they prepare for these exams.

During fiscal 2023, the L&D team significantly increased employee learning opportunities in a variety of areas. We expanded our learning partnerships and targeted programs, and we created hundreds of in-house eLearning courses to help our employees learn about our business, industry, clients, and products, including creating new cross-training programs to help employees increase their knowledge of FactSet's products and tools.

We also released career development resources that provide employees with access to tools such as career progression plans, curated skill taxonomies, and relevant eLearning courses. Through annual performance reviews and quarterly check-ins, we encourage managers to include learning and development goals so that all FactSet employees continue to demonstrate and grow their expertise.

As part of the continued growth of our sustainability programming, the L&D team created an internal site for sustainability and ESG education. The site is supported by LinkedIn Learning and other external resources to provide educational material on sustainability topics, FactSet's initiatives, and how employees can support our sustainability goals.

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Case Study

Growing Together as a Community

Through our Engineering Development Programs, we have successfully cultivated a culture of community participation and growth. The Engineering Learning & Development team at FactSet, which is part of the larger Learning & Development Organization within HR, works closely with Engineering leadership and technologists across the company to create a dynamic learning environment. One of the key elements of our Technology Learning strategy is the "Topicals" program, where FactSet engineers teach other FactSetters about important topics around architecture, modern development tools, and emerging technologies that are driving our product development and technology adoption. This allows us to showcase new and innovative work within the technology department.

Another example of our employee-driven programming is our new hire engineering program, which features week-long "tracks" led by our more experienced engineers. This enables new hires to gain practical experience from our experts, while giving more senior engineers a platform to share their knowledge. Furthermore, our Technology conference, FDSTech, provides networking and peer learning opportunities as we educate attendees on new technologies and highlight cutting-edge FactSet projects. These initiatives have created a vibrant internal engineering community where both learners and teachers can grow and contribute to our company's development.

■ Hyderabad BTA Summit attendees had a fun time on ZOONIVERSE searching for penguin chicks, adult penguins & their eggs in far away lands to help researchers understand their lives and environment.

TABLE 10: LEARNING AND DEVELOPMENT METRICS

Training Type	Hours (FY23)	Hours (FY22)	Hours (FY21)	Hours (FY20)
Continuing Education – Live Training	67,427	41,926	64,732	33,957
Continuing Education – Digital Learning	129,503	109,978	96,499	19,938
Campus Onboarding Programs	149,658	134,362	131,914	163,327
Total	**346,589**	**286,266**	**293,145**	**217,222**
Avg Training Hours Per Employee	24.5	21	23	20

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Conferences and Training Programs

In fiscal year 2023, we hosted conferences and training programs aimed at providing our employees with the education they need to excel in their various roles.

Campus Onboarding Programs

We organized our annual campus onboarding programs for Sales and Engineering employees across 14 global locations. A total of 524 new hires participated in these in-person onboarding sessions, accumulating 149,658 hours of valuable learning.

FDSTech

In September 2023, we held our bi-annual Technology conference bringing together exciting technological advancements happening around FactSet. This four half-day event had a blend of internal and external presenters, with topics ranging from Product Strategy, Innovation, and Generative AI. We had almost 1,800 employees in attendance and an average engagement time of eight hours per attendee. The event received strong positive feedback with a net promoter score of 72 and 90% of attendees reporting feeling better informed around company strategy and engaged with technologies outside of their core job function.

Learn for a Cause

Learn for a Cause, part of FactSet's annual Hunger Awareness Campaign, encourages FactSet employees to use our learning platforms such as Workday, LinkedIn Learning, and Pluralsight. Every hour of learning employees completed during the Hunger Awareness Campaign equated to four meals donated to the UN World Food Program's School Feeding Program. FactSetters learned for over 30,000 hours, resulting in a donation of over 120,000 meals.

The FactSet Leadership Advantage Program

Last October, we held the FactSet Leadership Advantage Program. Over one hundred participants were selected based on high performance and their potential for future leadership and executive positions. The program was created to build on FactSet's ongoing success with a strong bench of committed knowledgeable successors to Senior Leaders.

Through this program, the participants refined their leadership style, broadened their enterprise perspective, created a stronger cross-departmental network, and developed an understanding of their own developmental areas for continued improvement. They did this through cohort learning sessions, leadership talks, shadowing each other, and executive coaching.

The culmination of the twelve-month program was a four-day summit in Norwalk, CT at FactSet's corporate headquarters. There were 97 leaders (89% of the 105 participants) in attendance at the Leadership Advantage Summit representing eight countries, 15 offices, and all of FactSet's major departments. During the summit, participants engaged in fireside chats and panel discussions with the Executive Leadership Team, had deeper discussions on the core concepts they had covered over the previous twelve months, and participated in structured social events for networking and collaboration.

They learned from our executives, leadership industry experts, and fellow participants. The program received very positive feedback, including a net promoter score of 86, indicating an extremely high level of overall participant satisfaction.

Future Events and Initiatives

We look forward to releasing the GenAI Skills Program in fiscal 2024. This new initiative is a targeted upskilling program focusing on the democratization of technical skills around Generative AI. The objective of this cohort-based training is to equip our technical community with the skills they need to execute on projects leveraging Generative AI, focusing on four primary pillars: Prompt Engineering, Retrieval-Augmented Generation, Vector Databases and Fine Tuning.

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Community and Volunteerism

As a global corporate citizen, we understand the importance of investing in the communities where we operate. Through our robust company-sponsored volunteer program, FactSetters are contributing their time and talent to organizations that align with our Pillars of Service, turning passion into positive change. Building on our rich legacy of philanthropy, FactSet proudly established the FactSet Charitable Foundation in 2021. The Foundation's cornerstone Signature Partner grant program is dedicated to building a future that includes diverse technology and finance leaders.

Click here to find out more about the FactSet Charitable Foundation.

The FactSet Charitable Foundation

The FactSet Charitable Foundation invests in innovative programs that empower underserved students to experience greater educational support and enrichment, to think bigger, and to do their best work. The goal is to support programs that create pathways to and through college and on to technology and finance careers. In fiscal 2023, the Foundation made its first five Signature grants to help many promising students transform their lives.

■ The FactSet Charitable Foundation supports SEO Tech Developer, a program helping diverse US college students to progress into tech careers, as part of a shared purpose to build a future with diverse technology and finance leaders who will make the sector more innovative, sustainable, and equitable.

"

The FactSet Charitable Foundation is laser-focused on creating opportunity. We help young people who are often underrepresented in tech and finance, like women, first-generation college students, and those from less privileged backgrounds. When we empower these promising young people, we don't just help them but also lift up their families, strengthen our communities, and drive our economy forward. Together, that's how we make an impact.

"

Linda Huber
Chief Financial Officer,
FactSet Charitable Foundation
Board Chair

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Investing in Transformational Education-to-Employment Opportunities

During Fiscal year 2023, the FactSet Charitable Foundation achieved a pivotal goal, making the inaugural Signature Partner investments in alignment with its vision of building a future with diverse technology and finance leaders who will make the sector more innovative, sustainable, and equitable.

This initial phase of investment prioritized organizations dedicated to offering comprehensive support to high school and college students from under-represented and underserved communities. Subsequent funding stages are planned to broaden the Foundation's reach in terms of geography, encompassing alternative educational pathways, and connecting into the broader scope of the finance sector.

Creating a Diverse Pipeline

Engaging young people early is pivotal in creating a future workforce that is diverse and inclusive. It exposes them to a range of career options, stimulates their interest in different fields, and helps them build skills and networks.

The Foundation's support of America on Tech supports the expansion of the Tech Flex Leaders and Alumni Technology Skills Fellowship programs. The partnership aims to prepare the next generation of technology leaders from underrepresented communities by creating career pathways into degrees and careers in technology.

Converting from College to Career

Talented young people from underrepresented groups are less likely to graduate, and less likely to move on to an early career commensurate with their talent. The enduring impact of the pandemic has only intensified long-standing inequalities. The Foundation is working with Bottom Line, the Posse Foundation, SEO Tech Developer, and upReach to help increase the rates of students graduating and moving into tech and finance careers.

These best-in-class organizations support students holistically with technical and professional training, financial assistance, mentoring, and networking opportunities. They deliver industry-aligned programming that is relevant and applicable in today's job market while applying a rigorous, data-driven approach to measuring success.

Supporting Early Careers

The journey following college can present unique challenges for those forging paths as the first in their families or communities. Through our support of upReach, we are providing the tools to help young people thrive in their early tech and finance careers. Separate from our philanthropic relationships, FactSet is proud to partner with the several of these organizations to hire program graduates, adding tangible opportunity to philanthropic support.

7,265 Students

to benefit from transformational support through our FY23 Signature Partner Grants

■ Increasing graduating rates and the number of students moving into a top tech or finance career is made possible with our Signature Partners like Bottom Line.

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Employee Volunteering

Our employee volunteering program reflects the passion and commitment of FactSetters to their local communities. Through various volunteering initiatives, our employees dedicate their time and skills to drive positive change in our communities. Financial support provided by FactSet and the FactSet Charitable Foundation helped nearly 65,000 children and young people access education programming, provided over 1.5 million meals to people in need, and planted over 9,000 trees.

### Supporting Children Without Parental Care

FactSet supports SOS Children's Villages in India and the Philippines as part of our work to Alleviate Food Insecurity and Educate to Elevate. SOS Children's Villages is the largest non-governmental organization focused on supporting children without parental care and families at risk. They operate 559 Children's Village communities that provide loving care for children and run youth programs, schools, and vocational training centers. Together, FactSet and SOS provide nutritious meals, educational support, and work readiness workshops to more than 1,500 children and young people in India and the Philippines. FactSet volunteers run work readiness workshops for older youth who are preparing for adult life. Based on FactSet's own junior talent training content, topics include time management, email communication, presentation skills, and more.

15K
Volunteer Hours

370
Volunteer Events

■ FactSetters in Dubai volunteer to replant mangroves.

■ FactSetters at SOS Children's Villages.
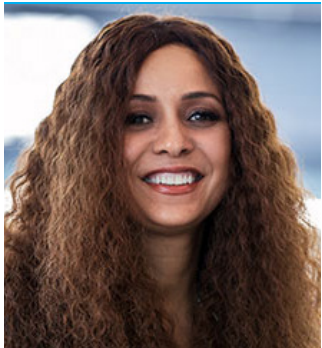
Catrina Harding
Chief People Officer

"
Volunteering is a great way to make a difference in the community. It is also a great way to experience our special FactSet culture by connecting with FactSetters across the business, developing new skills through impactful experiences, and having fun as a team.
"

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■ FactSetters in Australia volunteer regularly with OzHarvest as part of our shared work to alleviate food insecurity.

" I believe that Corporate Social Responsibility is not just a program, but an integral part of who we are, guiding our actions to make a positive impact on society and the environment. "

Sai Krishna Srikar Nemani
Honoree in the 2023 Volunteers of the Year Program and Scrum Master in the Hyderabad office

CR Committee of the Year: Award-Winning Work in Australia

Volunteering is an important part of the special FactSet culture and provides benefits to our employees and our local communities. We deeply appreciate the meaningful contributions made by our employee volunteers. In fiscal 2023, FactSet recognized our Australian team as the Corporate Responsibility Committee of the Year for their exceptional effort in executing our volunteer program locally. They have cooked for a cause with local hunger alleviation charity OzHarvest, replanted native vegetation with the Foundation for National Parks and Wildlife's Bushfire Recovery Program, given feedback to Technovation teams who created problem-solving applications, and hosted resume workshops for people moving into data analytics careers with Generation Australia. Efforts were not kept to dry land, with FactSetters Diving for Debris to remove plastic pollution from the ocean. The group even reached out to local clients to join them in volunteering. This diversified volunteer program has positively impacted the community, our people, and our business.

Governance

Our commitment to good governance and ethical business practices is central to our overarching goal: the pursuit of excellence in client service. We recognize that doing the right thing is foundational to earning and maintaining the trust of our key stakeholders. Our focus on good governance is integral to creating lasting value for our shareholders, delivering exceptional service to our clients, and ensuring sustainable growth.

- Data Privacy and Cybersecurity
- Business Ethics
- Sustainable Investing Solutions
- Technology and Innovation

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Highlights

Created Use of Artificial Intelligence Tools Policy

96%

of employees signed an annual acknowledgement of the Code of Business Conduct and Ethics

Developed Sustainability Governance Charter

Revised Data Protection Policy and Global Privacy Notice

Published Political Engagement Policy

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Data Privacy and Cybersecurity

At FactSet, safeguarding data is a key component of our mission. We recognize that the responsible management of data is integral to the success of our business and to retaining the trust of our clients, employees, and partners. Data security and data privacy continue to be important topics for both our Board of Directors and our Executive Leadership Team. Our Board receives regular updates on our cybersecurity efforts and how they integrate into our larger enterprise risk management framework. We have a dedicated team of experts who work diligently to maintain the industry standards in protecting the confidentiality, integrity, and availability of the data entrusted to us.

Data Privacy

FactSet respects the privacy and data protection rights of our employees, clients, and business partners, and we hold ourselves to industry standards when protecting personal, confidential, and proprietary data and other sensitive information. We have a Data Privacy program which is reviewed and updated regularly to align with the evolving legal landscape.

All FactSet employees are required to comply with our Code of Business Conduct and Ethics, which includes a summary of employees' responsibilities with respect to safeguarding FactSet information and information assets and contains a link to FactSet's internal Data Protection Policy. Over 96% of our employees (excluding new hires and employees on leave of absence) signed an annual acknowledgment of the Code of Business Conduct and Ethics in fiscal 2023, certifying their commitment to complying with the policies outlined therein.

Additionally, in fiscal 2023 we rolled out mandatory data privacy training to all employees globally and received a 95% completion rate for this training.

Numerous upcoming legal and regulatory requirements are on the horizon, both globally and specifically in jurisdictions in which we operate. We maintain a vigilant stance, continually monitoring the evolving regulatory landscape in this area. We are committed to compliance with applicable laws, as well as to safeguarding the personal data of our employees, clients, and business partners.

Some of our recent achievements in Data Privacy include:

A revised Data Protection Policy and Global Privacy Notice for our employees, incorporating the latest regulatory and legal requirements.

A new Generative AI Use Policy which provides guidance for use of public and private Generative AI technologies in the workplace.

Enhanced processes for addressing requests from data subjects to exercise their rights under applicable data protection laws and regulations.

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Cybersecurity

FactSet recognizes the importance of data security in today's rapidly evolving technological landscape. The confidentiality, integrity, and availability of data is a core tenet of our commitment. Programs or policies that can be implemented to improve the security of our data are among the most significant topics for FactSet and our stakeholders. Data security continues to be an important topic for both our Board of Directors and Executive Leadership Team. Our Board receives regular updates on our data security efforts and how they integrate into the larger enterprise risk management framework.

FactSet has an extensive global information security program designed to protect FactSet client data from unauthorized disclosure or modification and designed to ensure applicable legal and regulatory requirements are met. Information Security training is offered to all FactSet employees to facilitate ongoing education and awareness. All suspected security incidents are documented, investigated, and resolved by our security team.

FactSet's information security and governance framework is guided by ISO 27002 and SOC2 Trust Service Criteria. FactSet implemented the National Institute of Standards and Technology (NIST) Cybersecurity Framework in combination with ISACA Capability Maturity Model Integration (CMMI) for both capability measurement and further granularity and control prioritization. In fiscal 2023, the security team continued to improve and mature many elements of our security and risk management program, including identifying, assessing, and managing AI-based threats. They enhanced the new-hire employee awareness training program by expanding and aligning the content with the ISO 27001 curriculum. They also significantly extended the Security Champion Program and continued conducting regular tabletop exercises on current cybersecurity topics.

If employees suspect a cybersecurity incident, a breach of FactSet's information system, or unauthorized exposure of personal information, they are required to report it immediately by filing a report or contacting their direct manager or a member of the information security team. In addition, we maintain insurance coverage that is intended to address certain aspects of cybersecurity and data protection risks.

■ FactSetters at our Manila office.

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FactSet has various teams responsible for data security testing, modeling, monitoring, and mitigating cyber threats:

Product and Application Security Team

Conducts implementation security reviews, penetration testing, application threat modeling, and manages the implementation of security controls in FactSet's Continuous Integration/Continuous Development pipeline. This team is also responsible for defining, measuring, and representing our first party vulnerability posture at FactSet and driving the appropriate remediation.

Vulnerability Management Team

Performs internal system and third-party 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 Common Vulnerability Scoring System scores and other internal business metrics. Findings are remediated commensurate with the respective risk rating. FactSet's Risk Management Policy includes severity-based escalation requirements designed to ensure proper management-level visibility and evaluation of risk issue items, regardless of the source of that risk.

Governance, Risk, and Compliance team

Sets the rules and baselines from a security perspective for FactSet. They also identify and manage risks to prioritize the security program.

Security Intelligence Center & Incident Response team

Is responsible for detecting, responding to, and mitigating cyber threats.

Security Engineering and Operations team

Is responsible for deploying security controls to monitor and protect FactSet (e.g., firewalls, antivirus, threat detection).

Identify and Access Management (IAM) team

Focuses on managing the identity of employees, contractors, and third parties, designed to ensure the least privilege access model to systems and data from hire through termination.

Strategic Planning and Security Architecture team

Defines strategy and direction aligned with business objectives.

Information Security Risk Committee (ISRC) team

is comprised of a diverse group of executives, including the Chief Information Security Officer and various other senior IT managers.

Future Events and Initiatives

FactSet regularly reviews and updates our data privacy and data protection policies. We actively monitor emerging regulations on cybersecurity in regions where we operate and remain committed to meeting program objectives and regulatory requirements.

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Business Ethics

FactSet's ongoing commitment to integrity is at the forefront of all our business operations. All FactSet employees are expected to adhere to the highest standards of business ethics and to act with integrity in their daily work activities. Accordingly, we continue to advance education and awareness in this area and work to ensure that FactSet's business operations comply with all applicable laws and regulations.

FactSet's Code of Business Conduct and Ethics (the "Code") is revised and updated regularly. The Code applies to all FactSet directors, officers, and employees, as well as contractors and temporary workers while on assignment at FactSet. The Code is posted on our internal intranet and our external website and is available in seven languages. All FactSet employees are provided with regular training on the Code and are required to sign an annual personal commitment statement affirming their agreement to comply with the terms of the Code and report possible violations. FactSet leaders and employees are responsible for escalating Code violations through appropriate channels, including by contacting FactSet's Chief Legal Officer, Chief Compliance Officer, or another member of the Legal or Human Resources Departments. The Code fosters a culture of compliance with the law and provides guidance on how to conduct business ethically and with integrity. The Code and our related policies outline FactSet's expectations and commitments in several areas, including:

Human Rights

At FactSet, we recognize the important role of the private sector in preserving international human rights and promoting a more equitable, just, and inclusive society. Our Human Rights Policy outlines our commitment to safeguarding human rights as a core tenet of our business. We respect, protect, and promote the universal human rights of our employees and suppliers. This approach not only strengthens our internal culture but also reinforces our position as a responsible corporate citizen.

We are committed to protecting human rights and the principles expressed in the UN International Bill of Human Rights, the UN Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights of Work. In recognition of the inherent dignity of all persons, FactSet prohibits all forms of forced or child labor in our organization and our supply chains. We abide by the principle of non-discrimination in all aspects of employment and work to foster an inclusive culture that respects and appreciates our employees' differing backgrounds, beliefs, and life experiences.
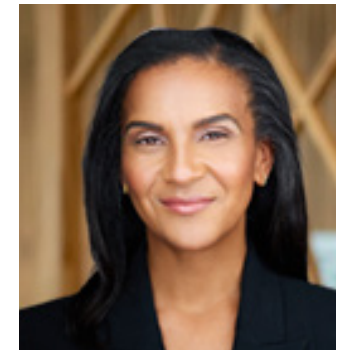
Lisa Stewart Hughes
SVP, Chief Compliance Officer
and Head of Enterprise Risk

" Our commitment to excellent client service is matched only by our commitment to ethical business conduct, to treating each other with dignity and respect, and to building a sustainable future for our company and the communities in which we operate. "

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Salient Human Rights Issues

FactSet aims to identify and transparently report on our most significant and salient human rights issues in alignment with the principles of the United Nations Guiding Principles on Business and Human Rights (UNGPs). Salient human rights issues are those human rights that are most at risk of being negatively impacted as a result of the company's activities or business relationships. We take a proactive approach to identifying these risks and implementing policies and practices to promote adherence to global human rights standards. For example, we hosted an in-person session on domestic violence for FactSet employees at our India office. This initiative cultivated a sense of safety among employees, empowering them to engage in meaningful dialogue and share their stories.

Salient Human Rights	Relevant Rights Holders	Relevant Activities in FY23
Right to safe and healthy working conditions	Employees, suppliers	Employee Engagement and Wellbeing section (p. 38); Code of Business Conduct & Ethics; Supply Chain Code of Conduct
Right to freedom of association, assembly and collective bargaining	Employees, suppliers	Business Ethics section (p. 53); Code of Business Conduct & Ethics; Supply Chain Code of Conduct
Right to non-discrimination in employment/occupation	Employees, suppliers	Diversity, Equity, and Inclusion section (p. 29)
		Business Ethics section (p. 53); Code of Business Conduct & Ethics; Supply Chain Code of Conduct
Right to adequate standard of living	Employees, suppliers	Employee Engagement and Wellbeing section (p. 38); Code of Business Conduct & Ethics; Supply Chain Code of Conduct

Anti-Corruption

FactSet prohibits bribery and corruption of any kind. We recognize that bribery can come in the form of improper payments, gifts, or kickbacks, offered to or received from a government body or public official, supplier, client, or another third party for the purpose of improperly influencing an official action. Facilitation payments to expedite routine administration actions are also prohibited. As stated in our Anti-Bribery and Corruption Policy, we require our employees to maintain accurate books, records, and accounts that correctly reflect the true nature of all transactions, and, consistent with our Supply Chain Code of Conduct, we seek to engage only reputable suppliers and other third parties who share our commitment to accuracy, transparency, and ethical business practices.

We have established policies and procedures designed to prevent FactSet from receiving the proceeds of crime; aiding or abetting third-party attempts to evade taxes, currency controls, or other regulations; and violating trade sanctions or international embargoes.

Conflicts of Interest

We expect our employees to act in the best interest of FactSet and avoid influences, interests, associations, or activities that might interfere with their work or objective decision-making on behalf of the Company. We require employees to use FactSet assets and resources appropriately to support our business needs and those of our clients.

Money Laundering, Sanctions, and Trade Controls

FactSet does not support, facilitate, or condone money laundering, tax evasion, or doing business with individuals, governments, or entities involved in illegal trade or subject to applicable sanctions.

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Equal Opportunity and Fair Treatment

At FactSet, we know that our employees are the foundation of our success. We are committed to building an equitable and inclusive work environment where individuals of all backgrounds are respected, recognized, and rewarded for the diverse talents they bring to FactSet. Hostility, bullying, abusive conduct, illegal discrimination, and harassment are not tolerated. Individuals who engage in such behaviors are subject to disciplinary action up to and including termination of employment.

Gifts and Entertainment

We have implemented guidelines that prohibit employees from offering gifts or entertainment with the intent to improperly influence the recipient; and from accepting gifts or entertainment if offered with the intent to improperly influence their judgment or affect their ability to perform their duties on behalf of FactSet.

Political Activities

We support the right and responsibility of all individuals to participate in the political process. Consistent with our Political Engagement Policy, FactSetters are free to be politically active as individual citizens and to support the political candidates of their choice on their own time, at their own expense, and consistent with campaign finance laws. Employees may not donate FactSet funds, facilities, or other resources for the benefit of a political candidate, party, or campaign unless authorized to do so.

FactSet does not contribute to political campaigns, candidates, political parties, or political action committees; nor do we offer corporate resources in support of, or in opposition to, ballot initiatives. FactSet made no political contributions during fiscal 2023.

Raising Concerns

Several resources are available to employees when they have a policy question or compliance concern. FactSet provides detailed information to all employees, publishing our updated Code of Business Conduct and Ethics in seven languages on our internal intranet platform, along with copies of all corporate policies and supporting documentation including responses to frequently asked questions, guidance documents and training materials. We maintain the Ethics Action Line, a reporting platform available 24 hours a day, seven days a week, in multiple languages, with the option to raise concerns through FactSetEthicsActionLine.com or by calling local telephone numbers, anonymously if preferred and where consistent with local laws. All reported issues are carefully reviewed and addressed. If an allegation of wrongdoing is confirmed, appropriate disciplinary or corrective action will be taken regardless of the seniority, tenure or the position of the individuals involved. FactSet's Whistleblower and Anti-Retaliation Policy encourages employees to raise concerns without fear of retaliation. Employees may not be discharged, demoted, suspended, threatened, harassed, intimidated, coerced, or retaliated against in any manner because they asked a question or reported a concern in good faith.

Code of Business Conduct & Ethics

Click here to learn more about FactSet's Code of Business Conduct & Ethics.

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Ethics Awareness Month

In fiscal 2023, FactSet introduced Ethics Awareness Month, a global campaign to launch FactSet's updated Code of Business Conduct and Ethics and to raise awareness of potential ethical issues and how to handle them. Each week of November highlighted a unique area of the Code and included global communications, training sessions, and other activities. Micro-learning courses were offered on speaking up, respectful communication, data privacy, and preventing insider trading. Employees participated in an "Ethics Bee" that tested their knowledge of the new Code and an Ethics Awareness Raffle that offered prizes to encourage employee participation and engagement. FactSet also launched an Ethics & Compliance website, an online resource for employees to get direct access to the Code, corporate policies, compliance trainings, and regular updates regarding ethics and compliance initiatives.

Enterprise Risk Management (ERM)

FactSet's ERM program helps senior management identify, assess, and manage the top risks and uncertainties that could impact FactSet's strategic objectives. ERM activities include conducting enterprise risk assessments to better understand risk exposures, emerging risks, and steps that management has taken to monitor and control such exposures. Regular ERM reporting is provided to the Executive Leadership Team and the FactSet Board of Directors.

RISK MANAGEMENT METRICS

Metrics	FY23
Total number and percentage of operations assessed for risks related to corruption	FactSet conducts regular risk assessments with enterprise-wide scope as part of its ERM and internal audit activities. These risk assessments cover multiple areas of potential risk, including risk of bribery and corruption.
Number of employees trained on anticorruption	In fiscal 2022, 98% of employees completed training on our Code of Business Conduct and Ethics, which included a section on anti-corruption. The next employee training is scheduled for fiscal 2024.
Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period.

Future Events and Initiatives

In fiscal 2024, FactSet will celebrate Ethics Awareness Week, five business days dedicated to fostering open communication and increasing visibility of FactSet's ethics and compliance program. The week will include: panel discussions with senior leaders about the importance of maintaining an ethical culture; opportunities for training on subjects such as "What to Do When Faced with an Ethical Dilemma;" recognition for employees nominated by their peers as SpeakUP Champions; and case studies to show some of the many ways that FactSetters have worked to promote ethical conduct in the workplace.

Following Ethics Awareness Week, FactSet plans to distribute its updated Code of Business Conduct and Ethics, along with training and regular communications on the Code and related policies.

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Sustainable Investing Solutions

FactSet's sustainable investing solutions empower our clients to assess the sustainability characteristics of their investments, aligning with our mission to address our clients' key challenges by providing them with the necessary tools to make informed investment decisions.

The landscape of ESG and sustainable investing has experienced significant evolution in the past year, characterized by the growing emergence of global regulatory requirements. The European Union has taken a pioneering role in this regard, with other regions following suit. Ensuring confidence in methodologies and definitions is crucial for the financial industry when identifying 'sustainable investments,' necessitating rigorous control and assurance in the data they acquire and rely upon. Clients are increasingly seeking data that empower them to conduct their own assessments for investment decisions. ESG data, once primarily used for sustainable investing, has now become essential for traditional valuation and growth portfolio composition, making it fundamental for our clients.

In this dynamic environment, the FactSet ecosystem, tailored for the Buy Side's portfolio lifecycle and securities selection by Wealth Advisors, is well positioned to navigate and capitalize on the ongoing ESG data revolution. By combining cutting-edge data, research, analytics, and reporting tools, FactSet enables clients to seamlessly integrate sustainable objectives and risk considerations into every stage of their portfolio lifecycle. We provide access to third-party ESG content and deliver unique ESG data and analytics through the Revere and Truvalue product suites. When used in tandem, Revere ESG Thematics and Truvalue allow our users to select and monitor securities in their portfolio by offering comprehensive insights into how companies revenues' and products are aligned with ESG themes. Our products also help surface sustainability issues and opportunities that may be financially material to a company's business.

Key Sustainable Investing & Risk Workflows

Risk and Opportunities Captured, Discovered, and Monitored in Non-Financial Information

Managing risk, as well as identifying opportunities, that lead to material financial impacts is a fundamental part of the investment decision process. Using company reported data and risk disclosures as well as data and events from external sources can help investors paint a complete mosaic of the risks that a company faces cutting across all aspects of risk analysis (market, credit, investment, operational, strategic, and sustainable risks).

Regulatory Requirements for Sustainable Risk and Disclosures

Regulators around the world have mandated that financial market participants (FMPs) incorporate sustainable metrics into their risk policies as well as into their own corporate disclosures. Even if they do not offer sustainable products themselves, FMPs need to publish risk policies demonstrating incorporation of sustainable risk into their overall analysis.

Alpha Generation

Fund managers and quants are always looking for a combination of characteristics that are common for outperformers to maximize alpha generation. Studies have shown that utilizing ESG insights from unstructured data as part of a quantitative strategy can lead to alpha capture.

True to Label

As part of investor protection, regimes around the world have set up requirements for sustainable labels of funds to define what 'ESG' or 'Sustainable' objectives or characteristics comprise that fund and how the constituents of the fund align with them. This is to prevent "greenwashing" where an investor is inaccurately given the impression that a fund is meeting the definitions of responsible and sustainable investing objectives. Fund managers are required to exclude certain investments that do not comply with these objectives as well as show good stewardship by tracking their engagements and the outcomes of those engagements with their investee companies.

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Portfolio Lifecycle

FRONT OFFICE

Research
- Research Management Solutions
- Company Analysis
- BackTesting
- Alpha Generation Optimization
- Custom Factor Attribution

Portfolio Management
- Asset Allocation
- Trade Simulation
- Position Monitoring
- Idea Generation
- Compliance
- Order Management (Partners)

Trade Execution
- Trade Analytics
- Trade Automation
- Client & 3rd Party

MIDDLE OFFICE

Risk Managment
- Enterprise Risk Management
- Multi Asset Class Modeling
- Stress Testing
- Scenario Analysis

Performance Systems
- Attribution
- Official Performance Measurement
- GIPs Compliance

Client Reporting
- Board Reporting
- Fact Sheets
- Pitch Books
- Regulatory Reporting

Future Events and Initiatives

We are witnessing the early stages of widespread disclosures and standardization of ESG metrics across jurisdictions. We anticipate further expansion of sustainable data through corporate reporting, including initiatives such as the International Sustainability Standards Board (ISSB) S1/S2 Standards, Corporate Sustainability Reporting Directive (CSRD)/European Single Electronic Reporting Format (ESRS), Task Force on Nature-related Financial Disclosures (TNFD), U.S. Securities and Exchange Commission (SEC) climate change rules, and UK Sustainable Disclosure Standards (SDS). FactSet is strategically positioned to continue providing reliable data, supporting our clients in achieving their sustainable investing and disclosure objectives.

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Technology and Innovation

At FactSet, we recognize the transformative power of technology to drive sustainable growth. We have been at the forefront of technological innovation, continually pushing boundaries to enhance the efficiency and effectiveness of our financial data solutions. Our relentless pursuit of cutting-edge technologies empowers our clients with the tools they need to make informed decisions in a rapidly evolving financial landscape. For nearly two decades, FactSet has responsibly leveraged Machine Learning (ML) and Artificial Intelligence (AI) to deliver new solutions, including predictive signals, ESG data solutions, and automated content collection with AI and ML technology.

Generative AI at FactSet

FactSet's use of GenAI is designed to streamline data extraction, natural language understanding for search and chat, text generation, text summarization, entity identification, and sentiment analysis across FactSet's digital platform. GenAI is also used in our Natural Language Processing Application Programming Interfaces (NLP APIs), predictive signals, and document insights. Combining Large Language Models (LLMs) with FactSet's trusted data leads to faster decision-making backed by superior data which in turn speeds financial workflows. We have employed GenAI for multiple purposes, including those listed below, with ongoing efforts to expand its application even further.

- Utilizing LLM technology to enhance junior banker workflows by letting them use natural language to answer questions with fact-based governed FactSet data, highlight reports and functionality at FactSet with more information, and suggest next actions.

- Employing AI to summarize discussions from earnings call Q&A sessions, surface key insights, and allow researchers to ask questions of earnings call transcripts.

At FactSet, we believe successful GenAI starts with data excellence. Built on integrity, a strong data foundation supports our three-pillar approach to AI:

- Mile-wide discoverability: FactSet's breadth and depth of connected data allows us to bridge gaps and provide a robust AI experience. We ground our AI in facts and provide clear source-linking for auditability and verification of trustworthy responses.

- Mile-deep workflow automation: With a passion for productivity and an eye for efficiency, we will streamline and simplify our clients' workflows so they can focus on high-value work.

- Mile-high innovation acceleration: Our expertise lies in connecting and packaging data to support value-added insight generation. FactSet's data solutions empower you to use these building blocks to optimize workflows.

> With Generative AI, we are seizing the opportunity to bring new levels of efficiency and productivity to both our clients and our employees. Our strong foundation of clean, connected data and our flexible, open ecosystem are the perfect GenAI enablers that allow us to bring answers and actions to our users and unlock true automation at scale. We're proud to be an innovative leader and dedicated partner with our clients as they look to embrace this exciting wave of innovation.

Kate Stepp
Chief Technology Officer

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Ethical Practice in GenAI Development

GenAI has the power to streamline operations, improve decision-making, and enhance customer interactions within the world of financial services. However, that same power, without appropriate governance and oversight, can present legal, operational, and ethical risks. Acknowledging these risks, FactSet is developing a security and AI risk management strategy to secure its operations and protect its clients. We are monitoring global regulatory developments and training employees on responsible use of AI in our products and services.

Employee Education

FactSet actively provides opportunities for our workforce to upskill and learn about GenAI. We achieve this by sharing insights, fostering dialogue, and collaborating on industry-wide standards to enhance and advance our technological offerings.

In fiscal 2023, we launched GenAI FridAIs, weekly internal information sessions that include educational elements, a prompt of the week, and internal tool training. In fiscal 2024, we plan to launch the GenAI Skills Program, a targeted upskilling program focusing on the democratization of technical skills around GenAI, which will include knowledge areas such as advanced prompt engineering, retrieval-augmented generation, vector databases, and fine tuning.

Future Events and Initiatives

FactSet is reimagining our user experience by combining the power of Generative AI with our vast amounts of seamlessly concorded data to deliver unmatched discoverability, productivity, and personalization to our clients. FactSet is working towards a customized Workstation experience with support for clients' specific workflows that serves up content that is consistently most relevant to them. What's more, with the power of GenAI, FactSet plans to construct an interface that will allow users to interact naturally with FactSet, typing or speaking questions and requesting task execution.

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Material Topic Glossary

- **Business Ethics:** Covers systems designed to have FactSet employees act responsibly and consistent with our standards of conduct, all applicable laws, and our company culture.

- **Climate Change Management:** Covers FactSet's initiatives to reduce our greenhouse gas emissions (mitigation), integrate any risks associated with climate change into enterprise risk management processes (adaptation), and build continuous learning into these processes as our understanding of climate systems continues to evolve (knowledge expansion).

- **Community Engagement:** Describes FactSet's initiatives to interact with local communities where FactSet operates, including company sponsorships, employee volunteerism, and corporate philanthropy, among others.

- **Corporate Governance:** Describes the systems and controls that guide FactSet's Board of Directors and Executive Leadership Team to run an efficient and effective business as well as uphold our responsibilities as a large publicly traded entity. Includes the function and composition of FactSet's independent Board of Directors – including its approach to Board diversity – as well as interactions with shareholders and other stakeholders. Includes other functions concerning organizational accountability, such as audit and enterprise risk management.

- **Data Privacy and Cybersecurity:** Includes the systems that protect FactSet's information technology resources from malicious actors and are designed for the proper collection, use, security, and disposal of data in accordance with applicable laws and best practices.

- **Diversity, Equity, and Inclusion:** Covers internal programs that support FactSet's efforts to cultivate a sense of belonging among employees of all backgrounds while mitigating or eliminating the negative effects of bias in the workplace, such as the gender pay gap.

- **Employee Engagement & Wellbeing:** Includes programs that seek to build a strong culture at FactSet through employee participation and programs providing employees with holistic resources to care for themselves and their families, including employee compensation.

- **Employee Learning & Development:** Describes programs and initiatives for FactSet employees to have training to do their jobs to the best of their capacity and find long-term career paths at FactSet.

- **Energy Efficiency:** Covers the management of FactSet's energy consumption, including purchases of both renewable and non-renewable sources, as well as initiatives to improve the energy efficiency of operations.

- **Executive Compensation:** Encompasses financial remuneration extended to top-tier management within FactSet as a recognition of their leadership and responsibilities.

- **Labor Standards and Working Conditions:** Includes processes and policies regarding fair wages for employees, adherence to applicable labor regulations, and upholding international labor standards concerning acceptable working conditions.

- **Other Resource Efficiency:** Includes performance and related actions associated with material consumption, waste generation, and water efficiency.

- **Products and Innovation:** Includes FactSet's efforts to provide high-quality, trusted data products and services to our clients as well as products that contribute to greater engagement with environment, social, and governance topics. Also includes FactSet's efforts to integrate responsibly new technologies, such as Generative AI, into the development of products and services.

- **Shareholder Democracy:** Describes the ability of shareholders to have a voice in the direction of FactSet through their votes and empowering shareholders through FactSet's corporate governance framework.

- **Sustainable Procurement:** Involves policies and practices designed to increase the positive impact FactSet can have through its purchasing power as well as seeing that FactSet suppliers and subcontractors are operating consistent with responsible business practices. This includes supplier management of environment, labor, and human rights risks and issues within their operations and supply chains. It also includes FactSet's initiatives to support diverse suppliers.

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GRI Index Table

GRI Standard	Disclosure	Response/Location
General Disclosures 2021		
GRI 2: 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, 2023, we had 34 offices across 19 countries with 12,237 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, 2022 – August 31, 2023 The financial reporting period aligns with the sustainability reporting period. **Frequency of sustainability reporting:** Annual **Report Publication Date:** April 2024 **Contact point for any questions:** sustainability@factset.com
	2-4 Restatements of information	Our fiscal 2022 scope 1 and 2 GHG emissions data were restated. Climate Change Management section (p. 17)
	2-5 External assurance	External assurance has been obtained for FactSet's fiscal 2022 Scope 1 & 2 GHG inventory. Assurance letter for fiscal 2023 GHG emissions will be published on FactSet's sustainability webpage.
	2-6 Activities, value chain and other business relationships	Active in the Professional Data and Services sector, FactSet creates flexible, open data and software solutions for more than 207,000 investment professionals around the world, providing anytime, anywhere access to financial data and analytics that investors use to make crucial decisions.
	2-7 Employees	Diversity, Equity, & Inclusion section (p. 29)
	2-8 Workers who are not employees	Diversity, Equity, & Inclusion section (p. 29)

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GRI Standard	Disclosure	Response/Location
	2-9 Governance structure and composition	2023 Proxy Statement (p. 10-21)
	2-10 Nomination and selection of the highest governance body	2023 Proxy Statement (p. 27-29)
	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. 2023 Proxy Statement (p. 13)
GRI 2: General Disclosures	2-12 Role of the highest governance body in overseeing the management of impacts	Our CEO, overseen by our Board of Directors, is responsible for all business, operations, and risks of the company, including oversight of sustainability 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.
	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.
	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 and Subcommittees 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.

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GRI Standard	Disclosure	Response/Location
GRI 2: General Disclosures	2-16 Communication of critical concerns	Our Audit Committee Charter states that the Audit Committee reviews our compliance and ethics program and oversees our risk assessment and risk management. The FactSet Ethics Action Line provides for reporting critical concerns of any nature, along with an internal process to review, escalate, and address concerns.
	2-17 Collective knowledge of the highest governance body	Presentations on governance, 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	2023 Proxy Statement (p. 38-64)
	2-20 Process to determine remuneration	2023 Proxy Statement (p. 45)
	2-21 Annual total compensation ratio	CEO Pay Ratio = 322:1 2023 Proxy Statement (p. 71)
	2-22 Statement on sustainable development strategy	Letter from CEO
	2-23 Policy commitments	FactSet is an active participant of the UN Global Compact, and a signatory of the UN Principles for Responsible Investment.
	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-led Sustainability Committee, which has oversight by the Executive Leadership team and the Board of Directors.

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GRI Standard	Disclosure	Response/Location
GRI 2: General Disclosures	2-25 Processes to remediate negative impacts	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 channels 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.
	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.
	2-28 Membership associations	Human Rights Campaign Business Coalition for the Equality Act; Black and LatinX/Hispanic; UN Global Compact (UNGC), UN Principles of Responsible Investment (UN PRI)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement section (p. 10)
	2-30 Collective bargaining agreements	As of August 31, 2023, 447 of our employees were represented by mandatory works councils in our French and German subsidiaries and 24 of our employees were represented by collective bargaining agreements in the United States. 2023 Form 10-K (p. 10)

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GRI Standard	Disclosure	Response/Location
Material Topics 2021		
GRI 3: Material Topics	3-1 Process to determine material topics	Materiality Assessment section (p. 11)
	3-2 List of material topics	Materiality Assessment section (p. 11)
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement section (p. 25) Supply Chain Code of Conduct Global Procurement Diversity Policy
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Procurement section (p. 25)
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics section (p. 53) Code of Business Conduct & Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	FactSet conducts regular risk assessments with enterprise-wide scope as part of its ERM 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.

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GRI Standard	Disclosure	Response/Location
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics section (p. 53)
	205-3 Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period.
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change Management section (p. 17)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change Management section (p. 17)
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change Management section (p. 17)
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change Management section (p. 17)
	305-4 GHG emissions intensity	Climate Change Management section (p. 17)
	305-5 Reduction of GHG emissions	Climate Change Management section (p. 17)
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable based on the nature of FactSet's operations.

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GRI Standard	Disclosure	Response/Location
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement section (p. 25) Supply Chain Code of Conduct
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Procurement section (p. 25) Supply Chain Code of Conduct
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement section (p. 25) Supply Chain Code of Conduct
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Engagement & Wellbeing section (p. 38)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, Equity, & Inclusion section (p. 29)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement & Wellbeing section (p. 38)
	401-3 Parental leave	Employee Engagement & Wellbeing section (p. 38)
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Learning & Development section (p. 41)

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GRI Standard	Disclosure	Response/Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	24.5 hours/employee/year
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Learning & Development section (p. 41)
	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 2023 (review was generated on August 1st).
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity, & Inclusion section (p. 29) Code of Business Conduct & Ethics Human Rights Policy
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity, & Inclusion section (p. 29)
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equity, & Inclusion section (p. 29) Employee Engagement & Wellbeing section (p. 38)
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics Human Rights Policy

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GRI Standard	Disclosure	Response/Location
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics Human Rights Policy
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	As of August 31, 2023, 447 of our employees were represented by mandatory works councils in our French and German subsidiaries and 24 of our employees were represented by collective bargaining agreements in the United States. No risks to the freedom of association or collective bargaining at FactSet. No other employees were engaged in any activities to enter into additional collective bargaining agreements or other associations. 2023 Form 10-K (p. 9)
Forced or compulsory labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Policy U.K. Modern Slavery Act Statement UNGC Principles
Security practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics Human Rights Policy
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Business Ethics section (p. 53)

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GRI Standard	Disclosure	Response/Location
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	Community and Volunteerism section of the Report (p. 44) Human Rights Policy Code of Business Conduct & Ethics
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community and Volunteerism section of the Report (p. 44) https://go.factset.com/company/corporate-responsibility
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement section (p. 25) Global Procurement Diversity Policy Supply Chain Code of Conduct
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Procurement section (p. 25) Global Procurement Diversity Policy Supply Chain Code of Conduct
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Procurement section (p. 25) Global Procurement Diversity Policy Supply Chain Code of Conduct
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy and Cybersecurity section (p.50) Code of Business Conduct & Ethics Privacy Policy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity section (p.50)

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SASB Index Table

SASB Accounting Metric	Response/Location	SASB Code
Activity Metrics		
Number of employees by (1) Full time and part time, (2) temporary, and (3) contract	12,237 total employees 649 total workers who are not employees Diversity, Equity, & Inclusion section (p. 29)	SV-PS-000.A
Workforce Diversity and Engagement		
% of gender and racial/ethnic group representation for executive management	Gender diversity: Men = 72.2% Women = 27.8% Diversity, Equity, & Inclusion section (p. 29)	SV-PS-330a.1 (1)
% of gender and racial/ethnic group representation for all other employees	Gender diversity: Men = 59.8% Women = 41.2% Diversity, Equity, & Inclusion section (p. 29)	SV-PS-330a.1 (2)
Voluntary turnover rate for employees	14.4%	SV-PS-330a.2 (1)
Involuntary turnover rate for employees	3.9%	SV-PS-330a.2 (2)
Employee engagement as a percentage	90% of employees responded to the 2023 Employee Engagement survey. Employee Engagement & Wellbeing section (p. 38)	SV-PS-330a.3
Data Security		
Description of approach to identifying and addressing data security risks	Data Privacy & Cybersecurity section (p. 50) ERM section (p. 56)	SV-PS-230a.1

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SASB Accounting Metric	Response/Location	SASB Code
Description of policies and practices relating to collection, usage, and retention of customer information	Privacy Policy Code of Business Conduct and Ethics (p. 30-31)	SV-PS-230a.2
Number of data breaches	Data Privacy & Cybersecurity section (p. 50)	SV-PS-230a.3(1)
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	Data Privacy & Cybersecurity section (p. 50)	SV-PS-230a.3 (2)
Number of customers affected by data breaches	Data Privacy & Cybersecurity section (p. 50)	SV-PS-230a.3 (3)
Professional Integrity		
Description of approach to ensuring professional integrity	All FactSet employees are expected to adhere to the highest standards of business ethics and to act with integrity in their daily work activities. See FactSet Code of Business Conduct and Ethics.	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	None	SV-PS-510a.2

Forward-Looking Statements

Certain statements in this report are aspirational or otherwise forward-looking, including, without limitation, estimates, projections, scenario analysis, goals, and statements relating to our climate-related plans, goals and potential impacts. These statements are based on management's current expectations, estimates, forecasts, and projections and the beliefs and assumptions of management. All statements that address expectations, guidance, outlook or projections about the future are forward-looking statements. Forward-looking statements may be identified by words like "expects," "believes," "anticipates," "plans," "intends," "estimates," "projects," "should," "indicates," "continues," "may" and similar expressions. These statements are not guarantees of future performance and involve a number of risks, uncertainties, and assumptions. Many factors, including those discussed more fully in FactSet's filings with the Securities and Exchange Commission, particularly its latest annual report on Form 10-K and quarterly reports on Form 10-Q, as well as others, could cause results to differ materially from those stated. Forward-looking statements speak only as of the date they are made, and FactSet assumes no duty to and does not undertake to update forward-looking statements. Actual results could differ materially from those anticipated in forward-looking statements and future results could differ materially from historical performance.

The inclusion of information in this report, including regarding FactSet's corporate sustainability progress, plans and goals, and climate-related risks and opportunities, should not be construed as a characterization regarding the materiality or financial impact of that information for purposes of U.S. securities laws or otherwise. In addition, historical, current and forward-looking sustainability-related statements and information may be based on standards that are still developing, internal processes that continue to evolve, and assumptions that are subject to change in the future.

Our commitment to corporate citizenship is built into all aspects of our business. FactSetters worldwide have a passion for making an impact on our business and in our communities. Our Sustainability Report highlights our commitment to strong governance, impactful community engagement, and our diverse and globally inclusive employees.