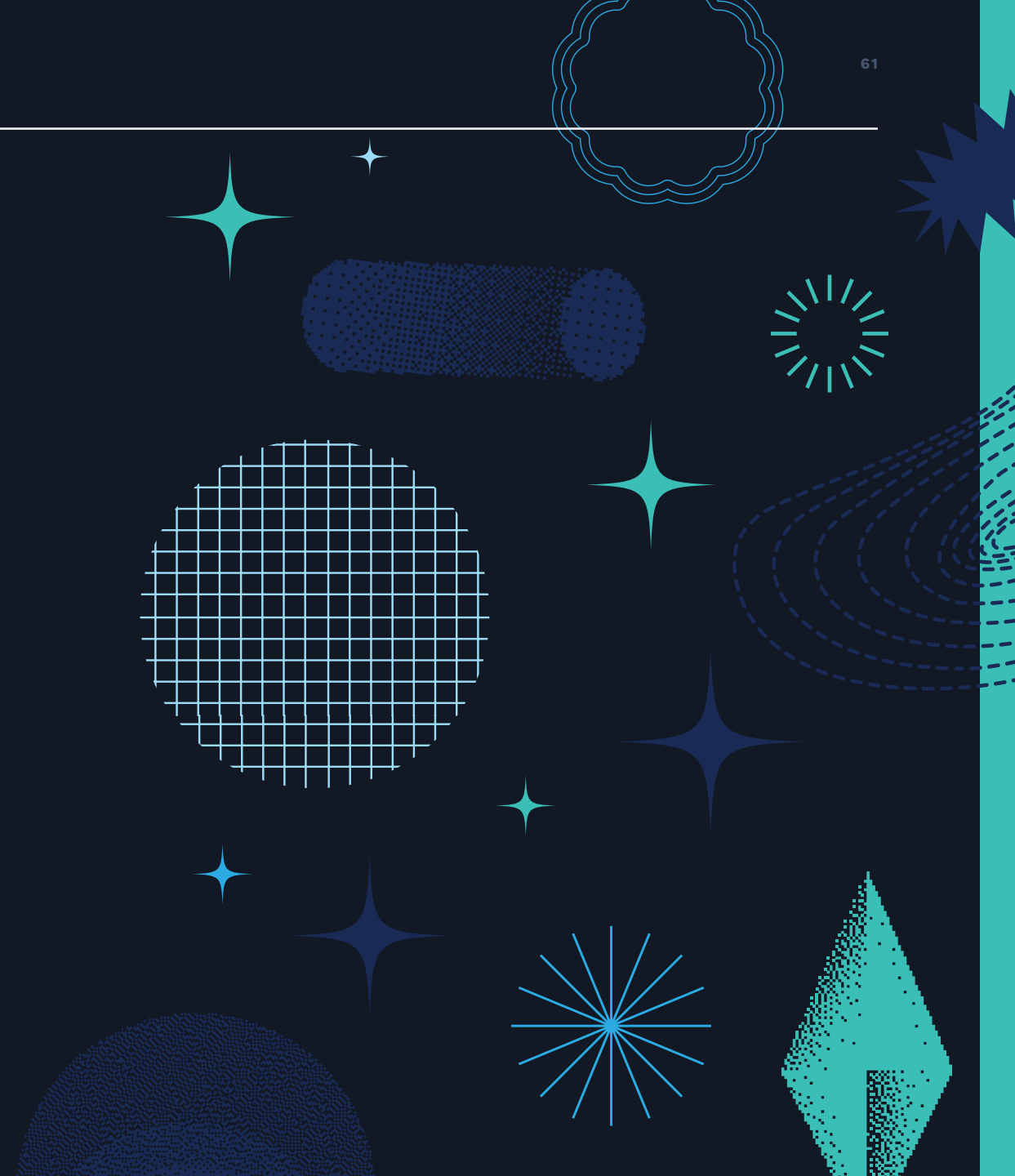


Appendix

→ GRI Index

→ SASB Table



GRI Index

GRI Standard	Disclosure	Response/Location
General Disclosures		
GRI 2: General Disclosures 2021	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, 2022, we had 39 offices across 20 countries with 11,203 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, 2021 – August 31, 2022 The financial reporting period aligns with the sustainability reporting period. Frequency of sustainability reporting: Annual Report Publication Date: March 2023 Contact point for any questions: sustainability@factset.com
	2-4 Restatements of information	In fiscal 2021, FactSet reported an average of 26 hours per employee in GRI404-1, using total FTE at the end of the reporting period. In fiscal 2022, FactSet recalculated GRI404-1 to use an average FTE count throughout the reporting period. The average training hours per employee in fiscal 2021 should be restated to 23 hours.
	2-5 External assurance	We are currently conducting our 2022 Scope 1 and Scope 2 emissions validation. This will be available on our website once completed.

GRI Standard	Disclosure	Response/Location															
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Active in the Professional and Commercial Services sector, FactSet creates flexible, open data and software solutions for approximately 180,000 investment professionals around the world, providing anytime, anywhere access to financial data and analytics that investors use to make crucial decisions.															
	2-7 Employees	<table><tr><th>Region</th><th># Employees</th><th>Percentage</th></tr><tr><td>Americas</td><td>2,400</td><td>21%</td></tr><tr><td>Asia Pacific</td><td>7,401</td><td>66%</td></tr><tr><td>EMEA</td><td>1,402</td><td>13%</td></tr><tr><td>Total</td><td>11,203</td><td>100%</td></tr></table>	Region	# Employees	Percentage	Americas	2,400	21%	Asia Pacific	7,401	66%	EMEA	1,402	13%	Total	11,203	100%
	Region	# Employees	Percentage														
	Americas	2,400	21%														
	Asia Pacific	7,401	66%														
EMEA	1,402	13%															
Total	11,203	100%															
2-8 Workers who are not employees	<p>The below numbers represent the headcount at the end of fiscal 2022. For workers who are not employees, the emphasis is on seasonal supplemental work in corporate groups, but the bulk of the contingent workers are for project-based work in product and technical groups. These numbers remain fairly stable on a rotating basis throughout the reporting period.</p> <table><tr><th>Region</th><th># Workers who are not employees</th></tr><tr><td>Americas</td><td>185</td></tr><tr><td>Asia Pacific</td><td>13</td></tr><tr><td>EMEA</td><td>97</td></tr><tr><td>India</td><td>273</td></tr><tr><td>Philippines</td><td>39</td></tr><tr><td>Total</td><td>463</td></tr></table>	Region	# Workers who are not employees	Americas	185	Asia Pacific	13	EMEA	97	India	273	Philippines	39	Total	463		
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Americas	185																
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Total	463																
2-9 Governance structure and composition	2022 Proxy Statement (p.14-23)																
2-10 Nomination and selection of the highest governance body	2022 Proxy Statement (p.29-30)																
2-11 Chair of the highest governance body	<p>Robin A. Abrams, one of FactSet’s independent directors, has served as Board Chair since June 23, 2020.</p> 2022 Proxy Statement (p. 14)																

GRI Standard	Disclosure	Response/Location
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<p>Our CEO, along with our Board of Directors, is responsible for all business, operations, and risks of the company, including oversight of climate-related issues as they are integrated into the business, operations, and risks of FactSet.</p> <p>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.</p> <p>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.</p> <p>The Board reviewed the effectiveness of our processes for overseeing our impacts for the first time in 2021, and we anticipate reviews at least every two years going forward.</p>
	2-13 Delegation of responsibility for managing impacts	<p>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 with our senior leaders, surveys of our employees, and the review of internal processes, controls, and records.</p>
	2-14 Role of the highest governance body in sustainability reporting	<p>The Board of Directors oversees our ESG principles and implementation strategies while delegating day-to-day approval to the Executive Leadership Team. Direction is then provided to the Sustainability Committee for implementation. Each subcommittee of the Sustainability Committee meets regularly and routinely reports out to the Sustainability Committee, which also monitors the publication and dissemination of relevant sustainability reports and information.</p>
	2-15 Conflicts of interest	<p>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.</p>

GRI Standard	Disclosure	Response/Location
GRI 2: General Disclosures 2021	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 environmental, social, and governance topics are given to the Board of Directors regularly.
	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 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	2022 Proxy Statement (p.40-60)
	2-20 Process to determine remuneration	2022 Proxy Statement (p.46)
	2-21 Annual total compensation ratio	CEO Pay Ratio = 348:1 2022 Proxy Statement (p.70)
	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 is overseen by the Executive Leadership team and the Board of Directors.

GRI Standard	Disclosure	Response/Location
GRI 2: General Disclosures 2021	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 addresses or any member of the Legal or Human Resources Departments. In addition, the Ethics Action Line is a telephone, text, and web portal that can be used by anyone, both inside and outside the organization. Information on the Ethics Action Line is included on FactSet's intranet and in the FactSet Code of Business Conduct & Ethics , which is publicly available. The Ethics Action Line website is also listed in the Supply Chain 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; Management Leadership for Tomorrow's Black Equity at Work and Hispanic Equity at Work; UN Global Compact (UNGC); UN Principles of Responsible Investment (UN PRI)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement section (p.10) Diversity, Equity & Inclusion section (p. 27)
	2-30 Collective bargaining agreements	As of August 31, 2022, 393 of our employees were represented by mandatory works councils within certain of our French and German subsidiaries, and 24 of our employees were represented by collective bargaining agreements in the United States. 2022 Form 10-K (p.9)

GRI Standard	Disclosure	Response/Location
Material Topics 2021		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our materiality assessment was established using a double materiality approach, which recognizes that businesses should report both internal impacts (topics that influence enterprise value) and external impacts (topics that impact the overall economy, society, and environment) (p. 10)
	3-2 List of material topics	Diversity, Equity, and Inclusion; Corporate Governance; Data Privacy; Data Security; Carbon Emissions; Climate Risk Management; Employee Learning and Development; Employee Engagement and Wellbeing; Sustainable Procurement; Business Ethics; ESG Products
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain Code of Conduct Global Procurement Diversity Policy
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	In fiscal 2022, FactSet established supplier-related policies, created a supplier questionnaire, and took steps to baseline supplier diversity. The administration of the questionnaire began in January 2023.
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics section (p. 54) Code of Business Conduct & Ethics (p. 35-36)
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.
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	FactSet's Code of Business Conduct and Ethics includes a prohibition of bribery. The Code of Conduct is acknowledged annually by FactSet's Board of Directors, as well as by the Executive Leadership Team and all FactSet employees. FactSet's Anti-Bribery and Corruption Policy and the Gifts & Entertainment Policy are posted on the company's intranet. FactSet's Supply Chain Code of Conduct , which is available to vendors and business partners and is published on our public website, includes a prohibition of bribery. In fiscal 2022, 98% of our employees completed a training on our Code of Business Conduct and Ethics, which included a section on anti-corruption.
	205-3 Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption during the reporting period.

GRI Standard	Disclosure	Response/Location
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	Carbon Emissions section (p. 17)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	1,796.03 Metric Tons CO2e
	305-2 Energy indirect (Scope 2) GHG emissions	6,400.26 Metric Tons CO2e
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 Emissions section (p. 18)
	305-4 GHG emissions intensity	0.0000044 CO2e/USD Revenue
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable based on the nature of FactSet's operations
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOx: 23.2 Metric Tons SOx: 14.4 Metric Tons
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement section (p. 23) Supply Chain Code of Conduct
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	In fiscal 2022, FactSet established supplier-related policies, created a supplier questionnaire, and took steps to baseline supplier diversity. The administration of the questionnaire begun in January 2023.
	308-2 Negative environmental impacts in the supply chain and actions taken	In fiscal 2022, FactSet established supplier-related policies, created a supplier questionnaire, and took steps to baseline supplier diversity. The administration of the questionnaire begun in January 2023.

Employee benefits detailed on (pg. 41)

GRI Standard	Disclosure	Response/Location
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Learning & Development section (p. 43)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	21 hours/employee/year
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Learning & Development section (p. 43)
	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 1, 2022 (review was generated on August 1, 2022).
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity & Inclusion section (p. 27) Code of Business Conduct & Ethics (p. 8) Human Rights Policy
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity & Inclusion section (p. 27)
	405-2 Ratio of basic salary and remuneration of women to men	In fiscal 2022, we completed a global pay equity review. After controlling for various salary-influencing factors, the study found that there was not a statistically significant association at FactSet between salary and gender worldwide. On a global basis at our Company, women are paid more than 99% on average of what men are paid. Diversity, Equity & Inclusion section (p. 27)

GRI Standard	Disclosure	Response/Location
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics (p. 19-20) Human Rights Policy
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Business Conduct & Ethics (p. 24) 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, 2022, 393 of our employees were represented by mandatory works councils within certain of our French and German subsidiaries and 24 of our employees were represented by collective bargaining agreements in the United States. There were no risks to the freedom of association or collective bargaining at FactSet. No other employees are engaged in any activities to enter into additional collective bargaining agreements or other associations. 2022 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 (p. 24) 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	In fiscal 2022, new physical security training was completed by 215 employees. All new hires also completed a total of 9,884 hours of security and compliance training in addition to all employee completing a total of 16,555 hours of annual security training. Anti-harassment and discrimination training combined with Code of Business Conduct and Ethics training, which includes human rights issues, equaled a total of 18,664 additional hours of training.

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. 47) Human Rights Policy Code of Business Conduct & Ethics (p. 9)
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. 47) 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. 23) 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	In fiscal 2022, FactSet established supplier-related policies, created a supplier questionnaire, and took steps to baseline supplier diversity. The administration of the questionnaire begun in January 2023.
	414-2 Negative social impacts in the supply chain and actions taken	In fiscal 2022, FactSet established supplier-related policies, created a supplier questionnaire, and took steps to baseline supplier diversity. The administration of the questionnaire begun in January 2023.
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Data Privacy section (p. 51) Code of Business Conduct & Ethics (p. 30-31) Privacy Policy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	For fiscal 2022, FactSet has not identified any substantiated claims of a breach of customer privacy or any substantiated leaks, thefts, or losses of customer data.

SASB 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	11,203 total employees 463 total workers who are not employees	SV-PS-000.A
Workforce Diversity and Engagement		
% of gender and racial/ethnic group representation for executive management	Gender diversity: Men = 73.4% Women = 26.6% For demographic data, see p. 37	SV-PS-330a.1 (1)
% of gender and racial/ethnic group representation for all other employees	Gender diversity: Men = 60% Women = 40% For demographic data, see p. 37	SV-PS-330a.1 (2)
Voluntary turnover rate for employees	Overall rate is 25.4%	SV-PS-330a.2 (1)
Employee engagement as a percentage	89% of employees responded to the 2022 Employee Engagement survey. (2022 Form 10-K p.9)	SV-PS-330a.3



SASB Accounting Metric	Response/Location	SASB Code
Data Security		
Description of approach to identifying and addressing data security risks	Data Security section (p. 52) ERM section (p. 56)	SV-PS-230a.1
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	No material breaches	SV-PS-230a.3(1)
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	For fiscal 2022, FactSet has not identified any substantiated claims of a breach of customer privacy or any substantiated leaks, thefts, or losses of customer data.	SV-PS-230a.3 (2)
Number of customers affected by data breaches	None	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

