

FactSet's UK Modern Slavery Act Statement 2021

This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015 and constitutes FactSet's group slavery and human trafficking statement for the financial year ending 31 August 2021.

INTRODUCTION FROM PHIL SNOW, CHIEF EXECUTIVE OFFICER

As a global software and solutions provider, we are committed to combatting slavery and human trafficking. Our employees are expected to report concerns using the appropriate reporting channels, and management are expected to escalate and/or address these concerns immediately. We are proud of the corporate social responsibility work we carry out in our local communities around the world. As we expand into new markets, we ensure that corporate social responsibility is an integral part of our business development plans.

ORGANISATION'S STRUCTURE AND BUSINESS

We are a major supplier of online-integrated financial and economic information to the investment management and banking industries. FactSet Research Systems Inc. is the parent company of all our global subsidiaries, including our businesses in the United Kingdom ("FactSet"). FactSet has approximately 10,892 employees worldwide in 37 office locations in 20 countries.

OUR SUPPLY CHAINS

FactSet is not in an industry with a high risk of modern slavery or human trafficking. Our supply chains include suppliers based throughout the world that provide a range of services and products, from third party data to IT infrastructure and local food service. FactSet is committed to high professional standards and business ethics, and we expect the same from our suppliers. All suppliers are expected to comply with applicable local and national laws, policies and regulations.

OUR VALUES AND POLICIES

Part of our values and culture is that we are an inclusive community, working together as a team and staying connected to our clients and each other. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As such, we have implemented our own FactSet Supply Chain Code of Conduct, available on our public website. We expect our global suppliers and their respective supply chains to uphold similar standards of ethics and to act in accordance with the FactSet Supply Chain Code of Conduct. This demonstrates our support and commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Human Rights Policy is available on our public website and demonstrates our commitment to develop due diligence to identify and prevent human rights risks to people in our business and value chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation.

EMPLOYEES

Giving back to our communities is an integral part of our culture. FactSet continues to invest in local communities through its Corporate Responsibility program, uniting around our four Pillars of Service: Inspire Tomorrow's Engineers, Educate to Elevate, Protect Our Environment, and Alleviate Food Insecurity. The program is led by a global team and supported by local Corporate Responsibility (CR) Committees who engage colleagues in strategic service projects to make a difference in our local communities. During fiscal 2021, FactSet offered a fully virtual employee volunteer program by transitioning to remote mentoring and other educational support programs, as well as offering new virtual learning and engagement opportunities for young people. In total, FactSet delivered 263 volunteer events globally in 20 countries and 32 FactSet locations. FactSet employees and volunteers served nearly 11,000 volunteer roles and over 14,000 total volunteer hours.

Through global campaigns with strategic nonprofit partners, FactSet employees achieved far-ranging impacts. During fiscal 2021, FactSet supported the community by:

- helping over 80,000 young people gain qualifications, higher education, or employment;
- providing over 1 million meals to people in need;
- enabling the planting of over 14,000 trees; and
- creating over 100,000 data points to support environmental research and disaster relief.

All FactSet grants are made on the provision that the charity does not discriminate on the basis of race, creed, gender, gender identity, sexual orientation, age, religion, or national origin.

Our 2021 Sustainability Report is available on our public website and details how we manage our global business through our fair and transparent governance processes and equip our staff to uphold the highest standards of ethics.


Our Code of Business Conduct and Ethics is available on our public website and applies to all employees globally and embodies fundamental principles of ethical and legal conduct to ensure we continue to be guided by our values. The Code helps all employees navigate the highly complex, regulated, and challenging global business environment in which we operate, and ensures that our sense of integrity is at the forefront of each business transaction. All employees are required to affirm and recertify their commitment to the Code on an annual basis. Mandatory new hire and compliance training programs educate our employees on how to conduct business in compliance with applicable laws, regulations, and our Code of Business Conduct and Ethics.

If employees have any concerns about any potential wrongdoing or violations of law, these issues can be raised through appropriate channels. In situations where employees prefer to make an anonymous or confidential report, they are encouraged to use FactSet's Ethics Action Line which is accessible 24 hours a day, 7 days a week in multiple languages, at www.FactSetEthicsActionLine.com and on our intranet site. Our Whistleblower and Anti-Retaliation Policy supports the confidential, anonymous submission of reports of suspected misconduct and prohibits retaliation against any individual for reporting a concern in good faith or participating in the investigation of a concern reported by someone else.

NEXT STEPS

We will continue to review the effectiveness of the steps we have taken to protect against slavery and human trafficking in our supply chains. In addition, we will continue to evaluate and assess emerging risks, if any arise, regarding possible human rights abuses among our suppliers.

This statement was approved by the board of FactSet Research Systems Inc., FactSet Europe Limited and FactSet UK Limited.

A handwritten signature in black ink, appearing to read "Phil S", written in a cursive style.

Phil Snow

Chief Executive Officer Date: April 29, 2022