

GRI Standard	Disclosure Title	Response
102-1	Name of the organization	FactSet
102-2	Activities, brands, products, and services	FactSet creates flexible, open data and software solutions for more than 100,000 investment professionals around the world, providing instant anytime, anywhere access to financial data and analytics that investors use to make crucial decisions.
102-3	Location of headquarters	Norwalk, CT <a href="#">2020 Annual Report, page 100</a>
102-4	Location of operations	FactSet has 48 offices across 22 countries on six continents. All locations are listed on this webpage by continent.  <a href="https://www.factset.com/company/locations">https://www.factset.com/company/locations</a>
102-5	Ownership and legal forms	Publicly traded. All legal and 10-K Forms can be found with our 2020 Annual Report.  <a href="#">2020 Annual Report, p. 09</a>
102-6	Markets served	Global markets served are broken down by global location and business industry in our 2020 Annual Report.  <a href="#">2020 Annual Report, p. 02</a>
102-7	Scale of the organization	FactSet's scale is broken down on page 3 of our 2020 Annual Report, including years of growth, client base, users, and employee base.  <a href="#">2020 Annual Report, p. 03</a>
102-8	Information on employees and other workers	Our gender and race/ethnicity diversity is broken down by leadership, non-leadership, tech, and non-tech in our 2020 Corporate Responsibility Report.  <a href="#">2020 Corporate Responsibility Report, p. 10-11</a>
102-9	Supply Chain	FactSet gathers data and information to create flexible, open data and software solutions for over 100,000 of investment professionals around the world, providing instant anytime, anywhere access to financial data and analytics that investors use to make crucial decisions.
102-10	Significant changes to the organization and its supply chain	<a href="#">2020 Annual Report</a>
102-11	Precautionary principle or approach	<a href="#">UN Global Compact</a>

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102-12	External initiatives	<a href="#">UN Global Compact</a> <a href="#">UN Principles for Responsible Investment</a>
102-13	Membership of associations	Human Rights Campaign Business Coalition for the Equality Act; Management Leadership for Tomorrow's Black Equity at Work
102-14	Statement from senior decision-maker	FactSet CEO statement on Corporate Responsibility <a href="#">2020 Corporate Responsibility Report, p. 03</a>
102-15	Key impacts, risks, and opportunities	Our materiality assessment established key impacts, risks, and opportunities in the environmental, social, and governance areas. The highest rated topics include diversity, equity, and inclusion, corporate governance, data privacy and security, and employee engagement. <a href="#">FactSet Materiality</a>
102-16	Values, principals, standards, and norms of behavior	FactSet's values, Charters, <a href="#">Code of Business Conduct and Ethics</a> , and Board developments are found on pages 5 and 6 of our 2020 Corporate Responsibility Report. <a href="#">2020 Corporate Responsibility Report, p. 05-06</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Code of Business Conduct and Ethics</a>
102-18	Governance structure	Our committee charters including our Audit Committee, Compensation and Talent Committee, and Nominating and Corporate Governance Committees are discussed on page of our Corporate Governance Report. <a href="#">2020 Corporate Responsibility Report, p. 05</a>
102-19	Delegating authority	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.

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102-20	Executive-level responsibility for economic, environmental, and social topics	The Nominating and <a href="#">Corporate Governance Committee</a> (the "Committee") of the Board of Directors (the "Board") of FactSet Research Systems Inc. (the "Company" or "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 corporate social responsibility and public issues of significance that affect key stakeholders of the Company.
102-21	Consulting stakeholders on economic, environmental, and social topics	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.  <a href="#">Corporate Governance Guidelines, p. 01</a>
102-22	Composition of the highest governance body and its committees	Our committee charters including our Audit Committee, Compensation and Talent Committee, and Nominating and Corporate Governance Committees are discussed on page of our Corporate Governance Report.  <a href="#">2020 Corporate Responsibility Report, p. 05</a>
102-23	Chair of the highest governance body	Information on our Board of Directors is found on page 6 of our Corporate Responsibility Report.  <a href="#">2020 Corporate Responsibility Report, p. 06</a>
102-24	Nominating and selecting the highest governance body	Our committee charters including our Audit Committee, Compensation and Talent Committee, and Nominating and Corporate Governance Committees are discussed on page of our Corporate Governance Report.  <a href="#">2020 Corporate Responsibility Report, p. 05</a>
102-25	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, and there is an escalation policy to review and approve any Related Party Transactions. More information is available in the <a href="#">FactSet Code of Business Conduct &amp; Ethics</a> .

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102-26	Role of highest governance body in setting purpose, values, and strategy	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.
102-27	Collective knowledge of highest governance body	Presentations on economic, environmental, and social topics are given to the Board of Directors as needed.
102-28	Evaluating the highest governance body's performance	Under the committee's guidance, all directors will evaluate their own performance as a director over the course of the fiscal year. The committee will also assist the Board as a whole in reviewing its effectiveness over the preceding fiscal year. The committee will assess the overall quality of the material provided to the Board and the presentations made to the Board at least once each year. The Board and the committees may use questionnaires to aid in these types of evaluations. The committee will follow the mandate of its charter.  <a href="#">Corporate Governance Guidelines, p. 05</a>
102-29	Identifying and managing economic, environmental, and social 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 review of internal processes, controls, and records.
102-30	Effectiveness of risk management processes	ERM team uses a heat map and other tools to monitor the likelihood of occurrence and potential impact of key areas of risk. Any significant developments are reported to the Audit Committee of our Board of Directors.
102-31	Review of economic, environmental, and social topics	Inaugural review completed in 2021 and we anticipate reviews at least every 2 years going forward
102-32	Highest governance body's role in sustainability reporting	Chief Executive Officer
102-33	Communicating critical concerns	Our audit committee charter states that the Audit Committee oversees and is responsible for compliance concerns and enterprise risks. The FactSet Ethics Action Line provides for reporting critical concerns of any nature, along with an internal process to review, escalate, and address concerns.

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102-34	Nature and total number of critical concerns	FactSet does not publicly disclose this information.
102-35	Remuneration policies	<a href="#">Proxy Statement, p. 32</a>
102-36	Process for determining remuneration	<a href="#">Proxy Statement, p. 32</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">Proxy Statement</a>
102-38	Annual total compensation ratio	<a href="#">Proxy Statement, p. 59</a>
102-39	Percentage increase in annual total compensation ratio	FactSet does not publicly disclose this information.
102-40	List of stakeholder groups	<a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-41	Collective bargaining agreements	<p>As of August 31, 2020, 420 and 430 FactSet employees, respectively, were represented by mandatory works councils within certain French and German subsidiaries. No other employees are represented by collective bargaining agreements.</p> <p><a href="#">FY2020 10K, p. 10</a></p>
102-42	Identifying and selecting stakeholders	<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><a href="#">Governance guidelines, p. 1</a></p>
102-43	Approach to stakeholder engagement	<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><a href="#">Governance guidelines, p. 1</a></p>
102-44	Key topics and concerns raised	<a href="#">FactSet Materiality</a>
102-45	Entities included in the consolidated financial statements	<a href="#">2020 Annual Report</a>

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102-46	Defining report content and topic boundaries	<p>Our commitment to corporate citizenship is built into all aspects of our business. In each of our 48 global offices, one thing is clear: FactSetters worldwide have a passion for making an impact on our business and in our communities. Our commitments include: Strengthening Our Communities; Empowering Our People; Delivering Value to Investors; Caring for the Environment; Serving Our Clients; Committed to Sustainable Growth.</p> <p>Our materiality was established using a double materiality approach, which recognizes that businesses should report both internal impacts (topics that influence enterprise value) and external impacts (topics that impact the overall economy, society, and environment).</p>
102-47	List of material topics	Carbon Emissions; Climate Risk Management; Human Capital Development; Diversity, Equity, and Inclusion; Employee Engagement; Corporate Governance; Data Privacy and Security; Business Ethics; ESG Products
102-48	Restatement of information	N/A
102-49	Changes in reporting	Materiality analysis conducted by third-party consultant.
102-50	Reporting period	2020 <a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-51	Date of most recent report	April 29, 2020 <a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-52	Reporting cycle	Annual <a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-53	Contact point for questions regarding the report	csr@factset.com <a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	<a href="#">2020 Corporate Responsibility Report, p. 02</a>
102-56	External Assurance	We are looking into the feasibility of external assurance for future reporting periods.

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201-1	Direct economic value generated and distributed	<a href="#">2020 Annual Report</a>
205-1	Operations assessed for risks related to corruption	We conduct periodic reviews in accordance with our Anti-Bribery and Corruption Policy and consistent with relevant laws. We have identified no significant risks.
205-2	Communication and training anti-corruption policies and procedures	Training is provided for all new hires on the FactSet Code of Business Conduct & Ethics and related policies. All employees were required to recertify the Code in April 2020.
205-3	Confirmed incidents of corruptions and actions taken	0 confirmed corruption incidents
302-1	Energy consumption within the organization	a. 21,492.44 MWh (or 77,372,784 MJ) from natural gas, electricity, transportation (gasoline/diesel); b. 0 MWh (or 0 MJ); c. heating = 2,077.59 MWh, electricity = 18880.81 MWh, hot water = 21.97 MWh
302-3	Energy intensity	a. 0.0000078726; b. Denominator = \$1,494,100,000.00 (Revenue); c. Scope 1 and Scope 2 (natural gas, electricity, transportation, hot water); d. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O
302-4	Reduction of energy consumption	FactSet did not calculate any reductions this year because we are considering this reporting year to be an anomaly due to COVID-19.
303-4	Water discharge	N/A
303-5	Water consumption	a. 74.94 megaliters; b. regional estimates so unable to determine consumption from areas with water stress; c. NA, d. water consumption has been estimated based on region-specific data (US = US EPA, EMEA = European Commission Study on Water Performance in Buildings, AsiaPac = US EPA due to lack of available data)
304-3	Habitats protected or restored	FactSet environmental initiatives included planting 12,058 trees through One Tree Planted
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A

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305-1	Direct (Scope 1) GHG emissions	a. 1,011.469 MT CO <sub>2</sub> e; b. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O; c. 0 MT CO <sub>2</sub> e (not a relevant source of emissions); d. Base year is FY2019 (first year collecting/analyzing GHG data, FY2019 scope 1 emissions = 3,763.95); e. Emission factors varies based on location (US = US EPA, EMEA = UK Government GHG Conversion Factors for Company Reporting...), GWPs from IPCC Fifth Assessment Report; f. Operational control; g. GHG Protocol: A Corporate Accounting and Reporting Standard
305-2	Energy indirect (Scope 2) GHG emissions	a. Location-based = 10,750.91 MT CO <sub>2</sub> e; b. Market-based = NA; c. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O; d. Base year is FY2019 (first year collecting/analyzing GHG data, FY2019 Scope 2 = 11,520.88 MT CO <sub>2</sub> e); e. Emission factors varies based on location (US = US EPA eGRID, EMEA = UK Government GHG Conversion Factors for Company Reporting...), GWPs from IPCC Fifth Assessment Report; f. Operational control; g. GHG Protocol: A Corporate Accounting and Reporting Standard
305-3	Other indirect (Scope 3) GHG emissions	Not calculated
305-4	GHG emissions intensity	a. 0.0000078726; b. Denominator = \$1,494,100,000.00 (Revenue); c. Scope 1 and Scope 2; d. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O
305-5	Reduction of GHG emissions	FactSet did not calculate any reductions this year because we are considering this reporting year to be an anomaly due to COVID-19.
305-6	Emissions of ozone-depleted substances (ODS)	N/A
306-2	Waste by type and disposal method	a. Encouraging use of reusable products, providing recycling bins, proper disposal of e-waste a priority, recycling of shredded documents... waste estimate = 35,680 T total
306-3	Significant spills	N/A
306-4	transport of hazardous waste	N/A
306-5	Water bodies affected by water discharges and/or runoff	N/A
404-1	Average hours of training per year per employee	21 hrs/employee/year



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404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2020 Corporate Responsibility Report, p. 07</a>
404-3	Percentage of employees receiving regular performance and career development reviews	97%
405-1	Diversity of governance bodies and employees	<a href="#">2020 Corporate Responsibility Report, p. 06, 10-11</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Human Rights Policy</a> <a href="#">UK Modern Slavery Act Statement</a>
412-2	Employee training on human rights policies or procedures	Training is conducted for all new hires on policies pertaining to professional conduct. All employees were required to recertify the FactSet Code of Business Conduct & Ethics in April 2020.
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2020 Corporate Responsibility Report, p. 13-15</a>