

# MSCI SASB Reference Table

2023

This is our fourth year of reporting using the SASB framework for the Professional and Commercial Services industry for MSCI Inc. ("MSCI" or the "Company"). At MSCI, we strive to bring greater transparency to the investment process, and we aim to apply the same emphasis on transparency to our own efforts. Unless otherwise noted, all information is presented as of and for the year ended December 31, 2023. In certain instances, we have also included year-over-year comparisons. Inclusion of information in this data report should not be construed as a characterization of the materiality or financial impact of that information with respect to MSCI.

**Table 1: Sustainability Disclosure Topics & Accounting Metrics**

TOPIC	ACCOUNTING METRIC	CATEGORY	UOM	CODE	DATA
<b>Data Security</b>	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	MSCI is committed to designing and maintaining an appropriate, robust program of information security to secure data, systems and services. Data security is overseen by our Information Security function. See current information on certain key features of our information security program practices at this link: <a href="https://www.msci.com/information-security">https://www.msci.com/information-security</a>
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	Protecting the confidentiality and security of personal information is integral to the way in which MSCI conducts business worldwide. Our Privacy Notice explains how we collect, use and retain client information and can be found at this link: <a href="https://www.msci.com/privacy-pledge">https://www.msci.com/privacy-pledge</a>
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	Quantitative	Number	SV-PS-230a.3	MSCI does not report a metric on the precise bases specified in this topic. In 2023, MSCI did not identify any material cybersecurity incidents. Information on MSCI's cybersecurity programs can be found in MSCI's Annual Reports on Form 10-K filed with the Securities and Exchange Commission under the heading "Cybersecurity." ( <a href="https://ir.msci.com/node/20541/html">https://ir.msci.com/node/20541/html</a> )

**Table 1: Sustainability Disclosure Topics & Accounting Metrics**

TOPIC	ACCOUNTING METRIC	CATEGORY	UOM	CODE	DATA											
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative	Percent-age (%)	SV-PS-330a.1	Gender Representation of Global Employees % <sup>1</sup>											
						2022 <sup>2</sup>			2023							
					SASB Category	Female	Male	N/A <sup>3</sup>	Female	Male	N/A <sup>3</sup>					
					Executive Management	22%	76%	2%	23%	74%	3%					
					Non-Executive Management	25%	71%	4%	26%	70%	4%					
					Professionals	39%	57%	4%	38%	52%	10%					
					All Other Employees	86%	9%	5%	85%	11%	4%					
					Total	35%	61%	4%	34%	58%	8%					
Racial / Ethnic Group Representation of U.S. Employees % <sup>1</sup>																
	2022 <sup>2</sup>								2023 <sup>4</sup>							
SASB Category	Asian	Black or African American	Hispanic or Latino	White	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or more races	N/A <sup>3</sup>	Asian	Black or African American	Hispanic or Latino	White	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Two or more races	N/A <sup>3</sup>
Executive Management	17%	3%	10%	58%	0%	0%	7%	5%	18%	2%	8%	56%	0%	0%	4%	12%
Non-Executive Management	26%	2%	7%	50%	0%	0%	2%	13%	22%	2%	7%	44%	0%	0%	2%	23%
Professionals	26%	5%	11%	34%	0%	0%	4%	20%	17%	2%	8%	21%	0%	0%	4%	48%
All Other Employees	0%	25%	50%	8%	0%	0%	4%	13%	0%	21%	45%	10%	0%	0%	3%	21%
Total	24%	4%	10%	45%	0%	0%	3%	14%	20%	3%	8%	37%	0%	0%	2%	30%
									<sup>1</sup> Rounded up or down to whole numbers. <sup>2</sup> Data as of December 31, 2022. <sup>3</sup> N/A%: Refers to employees who selected "Decline to disclose" or employees who did not actively make a selection. <sup>4</sup> All race and ethnicity data is based on self-identification voluntarily provided by employees as of December 31, 2023. Such data is generally exclusive of employees from newly acquired companies who may not have had an opportunity to self-identify at the time of this disclosure.							
									<b>Additional Comments:</b> <ul style="list-style-type: none"><li>• Executive Management: Managing Director</li><li>• Non-Executive Management: Executive Director or Vice President</li><li>• Professionals: Senior Associate, Associate and Analyst except those in Corporate Services department</li><li>• All Other Employees: Senior Associate, Associate, Analyst in Corporate Services department, other administrative employees (assistants, etc.)</li></ul>							
									We additionally publish our Consolidated EEO-1 Report because we want to be transparent about the diversity of our U.S.-based workforce, and we recognize the value of public discourse of standardized data across companies. MSCI's Consolidated EEO-1 Reports, along with further information on Diversity, Equity and Inclusion at MSCI can be found at: <a href="https://www.msci.com/who-we-are/diversity-equity-and-inclusion">https://www.msci.com/who-we-are/diversity-equity-and-inclusion</a>							

**Table 1: Sustainability Disclosure Topics & Accounting Metrics**

TOPIC	ACCOUNTING METRIC	CATEGORY	UOM	CODE	DATA									
Workforce Diversity & Engagement	1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	SV-PS-330a.2	<table><tr><th></th><th>2022<sup>5</sup></th><th>2023</th></tr><tr><td>Voluntary Turnover</td><td>13.8%</td><td>7.3%</td></tr><tr><td>Involuntary Turnover</td><td>3.2%</td><td>2.8%</td></tr></table> <p><sup>5</sup> For the one-year period ended December 31, 2022.</p>		2022 <sup>5</sup>	2023	Voluntary Turnover	13.8%	7.3%	Involuntary Turnover	3.2%	2.8%
		2022 <sup>5</sup>	2023											
Voluntary Turnover	13.8%	7.3%												
Involuntary Turnover	3.2%	2.8%												
	Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	<p>MSCI conducts a confidential employee engagement survey at least annually that measures whether our approaches to performance, growth and career development are driving employee engagement. Managers receive anonymized feedback and are accountable for improving and enhancing the work environment to drive higher engagement. In our December 2023 employee engagement survey, the percentage of respondents characterized as fully engaged was 75%, the highest since we implemented the engagement survey.</p> <p>Additional information on MSCI’s Social Practices, including further details on employee engagement, can be found at: <a href="https://www.msci.com/who-we-are/corporate-responsibility/social-practices">https://www.msci.com/who-we-are/corporate-responsibility/social-practices</a></p> <p><b>Additional Comments:</b> “Fully engaged” employees are those who agree or strongly agree with all eight of the overall company experience questions asked on the survey.</p>									
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	<p>Directors, officers and employees are expected to comply with all applicable laws and regulations and meet the highest standards of business conduct as set forth in our <a href="#">Code of Ethics and Business Conduct</a>, and to comply with all applicable laws and regulations. We are also committed to acting in accordance with our core values and expect our suppliers to exhibit a commitment to similar standards, including those embodied in our Supplier Code of Conduct (<a href="https://www.msci.com/supplier-code-of-conduct">https://www.msci.com/supplier-code-of-conduct</a>).</p> <p>See a description of MSCI’s Governance Practices, including relating to professional integrity, at this link: <a href="https://www.msci.com/who-we-are/corporate-responsibility/governance-practices">https://www.msci.com/who-we-are/corporate-responsibility/governance-practices</a></p>									
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	SV-PS-510a.2	<p>MSCI discloses all material legal proceedings in our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission, under the heading “Legal Proceedings.” With respect to the year ended December 31, 2023, we did not identify any material legal proceedings associated with professional integrity.</p>									

Table 2: Activity Metrics

ACTIVITY METRIC	CATEGORY	UOM	CODE	DATA												
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	<table><tr><th></th><th>2022<sup>6</sup></th><th>2023</th></tr><tr><td>Employee Full Time</td><td>4,722</td><td>5,752</td></tr><tr><td>Employee Part Time</td><td>37</td><td>42</td></tr><tr><td>Temporary / Contract<sup>7</sup></td><td>649</td><td>488</td></tr></table>		2022 <sup>6</sup>	2023	Employee Full Time	4,722	5,752	Employee Part Time	37	42	Temporary / Contract <sup>7</sup>	649	488
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				Employee Full Time	4,722	5,752										
				Employee Part Time	37	42										
				Temporary / Contract <sup>7</sup>	649	488										
<sup>6</sup> Data as of December 31, 2022.																
<sup>7</sup> Temporary/Contract: Fixed Term Contract, Contingent Worker that includes temporary, vendor (project based third-party suppliers), interns.																
Employee hours worked, percentage billable	Quantitative	Hours	SV-PS-000.B	MSCI's services and products are typically not priced based on hours worked, therefore, this item is not applicable.												

Forward-Looking Statements

This report and reports that are referenced in this report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements relate to future events and involve known and unknown risks, uncertainties and other factors that may cause our actual results, levels of activity, performance, objectives or achievements to be materially different from any future results, levels of activity, performance, objectives or achievements expressed or implied by these statements. In some cases, you can identify forward-looking statements by the use of words such as “may,” “could,” “expect,” “intend,” “plan,” “seek,” “anticipate,” “believe,” “estimate,” “predict,” “potential” or “continue,” or the negative of these terms or other comparable terminology. You should not place undue reliance on forward-looking statements because they involve known and unknown risks, uncertainties and other factors that are, in some cases, beyond MSCI’s control and that could materially affect our actual results, levels of activity, performance, objectives or achievements.

Other factors that could materially affect actual results, levels of activity, performance, objectives or achievements can be found in the MSCI 2023 Annual Report on Form 10-K filed with the SEC on February 9, 2024 and in quarterly reports on Form 10-Q and current reports on Form 8-K filed or furnished with the Securities and Exchange Commission. If any of these risks or uncertainties materialize, or if MSCI’s underlying assumptions prove to be incorrect, actual results may vary significantly from what MSCI projected. Statements and reports on our website or other websites that we refer to in this report will not be deemed a part of, or otherwise incorporated by reference in, this report. Some of the statements and reports contain cautionary statements regarding forward-looking information that should be carefully considered. Our statements and reports about our objectives may include statistics or metrics that are estimates, make assumptions based on developing standards that may change, and provide aspirational goals that are not intended to be promises or guarantees. Forward-looking and other statements in this report and other reports may also address our corporate responsibility and sustainability progress, plans and goals, and the inclusion of such statements is not an indication that these matters are necessarily material for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report or those reports. Certain of our disclosures are informed by various third-party frameworks, in addition to stakeholder expectations. However, we cannot guarantee strict adherence to framework recommendations, and our disclosures based on these frameworks may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policy, or other factors, some of which may be beyond our control.

Any forward-looking statement in this report and reports that are referenced in this report reflect MSCI’s current views with respect to future events and is subject to these and other risks, uncertainties and assumptions relating to MSCI’s operations, results of operations, growth strategy and liquidity. MSCI assumes no obligation to publicly update or revise these forward-looking statements for any reason, whether as a result of new information, future events, or otherwise, except as required by law.

About MSCI

MSCI is a leading provider of critical decision support tools and services for the global investment community. With over 50 years of expertise in research, data and technology, we power better investment decisions by enabling clients to understand and analyze key drivers of risk and return and confidently build more effective portfolios. We create industry-leading research-enhanced solutions that clients use to gain insight into and improve transparency across the investment process.

To learn more, please visit [www.msci.com](http://www.msci.com).

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