

MSCI SASB Reference Table

2021

This is our second 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 apply the same standards to ourselves. Unless otherwise noted, all information is presented as of and for the year ended December 31, 2021. 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
Data security	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 Technology Risk group. See current information on certain key features of our information security program practices at this link: https://www.msci.com/information-security
	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: https://www.msci.com/privacy-pledge
	(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. MSCI is not aware of any material data breach that was required to be disclosed under applicable law in any public filings in 2021. Information on risks relating to information security and privacy regulation can be found in MSCI’s Annual Report on Form 10-K for the year ended December 31, 2021 under the heading “Risk Factors.” https://ir.msci.com/node/18856/html

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	Percentage (%)	SV-PS-330a.1	Gender Representation of Global Employees %																																												
					<table border="1"> <thead> <tr> <th></th> <th colspan="3">2020¹</th> <th colspan="3">2021²</th> </tr> <tr> <th>SASB Category</th> <th>Female</th> <th>Male</th> <th>N/A³</th> <th>Female</th> <th>Male</th> <th>N/A⁴</th> </tr> </thead> <tbody> <tr> <td>Executive Management</td> <td>21%</td> <td>78%</td> <td>1%</td> <td>21%</td> <td>77%</td> <td>2%</td> </tr> <tr> <td>Non-Executive Management</td> <td>26%</td> <td>73%</td> <td>1%</td> <td>26%</td> <td>72%</td> <td>2%</td> </tr> <tr> <td>Professionals</td> <td>36%</td> <td>63%</td> <td>1%</td> <td>38%</td> <td>59%</td> <td>3%</td> </tr> <tr> <td>All Other Employees</td> <td>86%</td> <td>13%</td> <td>1%</td> <td>88%</td> <td>11%</td> <td>1%</td> </tr> <tr> <td>Total</td> <td>33%</td> <td>66%</td> <td>1%</td> <td>34%</td> <td>63%</td> <td>3%</td> </tr> </tbody> </table>		2020 ¹			2021 ²			SASB Category	Female	Male	N/A ³	Female	Male	N/A ⁴	Executive Management	21%	78%	1%	21%	77%	2%	Non-Executive Management	26%	73%	1%	26%	72%	2%	Professionals	36%	63%	1%	38%	59%	3%	All Other Employees	86%	13%	1%	88%	11%	1%	Total	33%
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Racial / Ethnic Group Representation of U.S. Employees %																																																	
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SASB Category	Asian	Black or African American	Hispanic or Latino	White	Other ⁵	N/A ³	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 ⁶																																			
Executive Management	15%	0%	11%	63%	5%	6%	15%	3%	9%	56%	0%	0%	7%	10%																																			
Non-Executive Management	24%	3%	6%	53%	4%	10%	24%	3%	7%	53%	0%	0%	3%	10%																																			
Professionals	37%	3%	11%	42%	3%	3%	30%	3%	10%	39%	0%	0%	5%	13%																																			
All Other Employees	4%	23%	46%	19%	8%	0%	0%	22%	48%	19%	0%	0%	7%	4%																																			
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						<p>¹ Data as of December 2020</p> <p>² Data as of December 31, 2021</p> <p>³ N/A: Includes those who put "decline to disclose" as well as missing data. In the US ethnicity, we have only 5 people missing ethnicity data so virtually all of this is decline to disclose.</p> <p>⁴ N/A: Includes employees who selected "Decline to disclose" or employees who did not actively make a selection. Globally, we have 109 people who did not actively make a selection for gender and 12 who declined to disclose.</p> <p>⁵ Other: Two or more races; Native American or Hawaiian; Pacific Islander</p> <p>⁶ N/A: Includes employees who selected "Decline to disclose" or employees who did not actively make a selection. In the US, we have 47 people who did not actively make a selection for race / ethnicity and 44 who declined to disclose.</p> <p>Additional Comments:</p> <ul style="list-style-type: none"> • Executive Management: Executive Committee (EC) or Managing Director • Non-Executive Management: Executive Director or Vice President • Professionals: Senior Associate, Associate, and Analyst except those in Corporate Services • All Other Employees: Senior Associate, Associate, Analyst in Corporate Services, Other Administrative employees (assistants, etc.) <p>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 from 2019, 2020 and 2021 are made publicly available and can be found at this link: https://www.msci.com/who-we-are/corporate-responsibility/social-responsibility/diversity-equity-and-inclusion#MSCI_EmployeeBreakdown</p>																																											

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 border="1"> <thead> <tr> <th></th> <th>2020⁷</th> <th>2021⁸</th> </tr> </thead> <tbody> <tr> <td>Voluntary Turnover</td> <td>7.6%</td> <td>12.5%</td> </tr> <tr> <td>Involuntary Turnover</td> <td>3.8%</td> <td>2.3%</td> </tr> </tbody> </table> <p>⁷ For the one-year period ended December 31, 2020 ⁸ For the one-year period ended December 31, 2021</p>		2020 ⁷	2021 ⁸	Voluntary Turnover	7.6%	12.5%	Involuntary Turnover	3.8%	2.3%
		2020 ⁷	2021 ⁸											
Voluntary Turnover	7.6%	12.5%												
Involuntary Turnover	3.8%	2.3%												
Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	<p>MSCI conducts an employee engagement survey at least annually that measures whether our approaches to performance, growth and career development are driving employee engagement. Managers receive anonymous feedback and are accountable for improving and enhancing the work environment to drive higher engagement. In our December 2021 employee engagement survey, the percentage of respondents characterized as fully engaged was 73%⁹.</p> <p>See a description of MSCI's talent practices at this link: https://www.msci.com/who-we-are/corporate-responsibility/social-responsibility/cultivating-talent</p> <p>⁹ Note: Fully engaged employees are those who agree or strongly agree with all eight of the "overall company experience" questions asked on the survey. Employee engagement metrics do not include employees from Real Capital Analytics, Inc. (RCA), a newly acquired business of MSCI. MSCI completed its acquisition of RCA on September 13, 2021.</p>										
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	<p>We expect members of our Board of Directors and all of our employees to meet the highest standards of business conduct and professional integrity, which are embodied in our Code of Ethics and Business Conduct (https://ir.msci.com/static-files/01b3df21-801a-4cd2-94d4-2ba35e2523e2), and to comply with all applicable laws and regulations. We also expect our suppliers to act consistently with our corporate values and in accordance with our Supplier Code of Conduct (https://www.msci.com/documents/1296102/26934824/MSCI+Supplier+COC+as+of+21JUN2021.pdf).</p> <p>See a description of MSCI's Corporate Governance Framework at this link: https://www.msci.com/who-we-are/corporate-responsibility/robust-governance</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 (SEC) under the heading "Legal Proceedings." With respect to the year ended December 31, 2021, we did not disclose any 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 border="1"> <thead> <tr> <th></th> <th>2020¹¹</th> <th>2021¹²</th> </tr> </thead> <tbody> <tr> <td>Employee Full Time</td> <td>3,521</td> <td>4,268</td> </tr> <tr> <td>Employee Part Time</td> <td>31</td> <td>35</td> </tr> <tr> <td>Temporary / Contract</td> <td>233</td> <td>634¹⁰</td> </tr> </tbody> </table>		2020 ¹¹	2021 ¹²	Employee Full Time	3,521	4,268	Employee Part Time	31	35	Temporary / Contract	233	634 ¹⁰
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¹⁰ Temporary/Contract: Fixed Term Contract, Contingent Worker that includes temporary, vendor, interns ¹¹ Data as of the period ended September 30, 2020 ¹² Data as of December 31, 2021																
MSCI's services and products are typically not priced based on hours worked, therefore, employee hours worked are generally not tracked at MSCI.																
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, employee hours worked are generally not tracked at MSCI.												

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including estimates, projections and statements relating to our business plans and objectives and statements regarding corporate responsibility-related plans and goals. These forward-looking statements relate to future events or to future financial performance and involve known and unknown risks, uncertainties and other factors that may cause our actual results, levels of activity, performance or achievements to be materially different from any future results, levels of activity, performance 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 actual results, levels of activity, performance or achievements.

Other factors that could materially affect actual results, levels of activity, performance or achievements can be found in MSCI’s Annual Report on Form 10-K for the fiscal year ended December 31, 2021 filed with the SEC on February 11, 2022 and in quarterly reports on Form 10-Q and current reports on Form 8-K filed or furnished with the SEC. 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. Any forward-looking statement in this report reflects 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.

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