

## **Corporate responsibility at MSCI**

MSCI's mission is to power better investments for a better world and to ensure our actions are well-aligned with our solutions, provide and maintain high-quality services, foster innovation and lead by example.

Our focus on corporate responsibility: powers employee engagement and recruitment, drives better business results, strengthens our brand and stakeholder engagement.

Here are some examples of Corporate Responsibility at MSCI.

Operate sustainably; we are committed to net-zero carbon emissions throughout our operations before 2040. As the world seeks to ignite a new global era of sustainable growth MSCI plans to reduce the most material and controllable emissions, engage with suppliers to tackle carbon emissions and achieve shared net-zero goals, and offset residual emissions.

2020 environmental metrics: all of MSCI's principal data centers powered by 100% renewable energy, 100% of MSCI offices participated in recycling programs, 91% of staff located in LEED/BREEAM offices, 72% of office electrical consumption generated from renewable sources, and climate action networks in 22 MSCI offices.

Commitment to transparency. We regularly report progress to our stakeholders. MSCI TCFD report we presented: our climate risks and opportunities and a scenario analysis using our own Climate VaR model. MSCI SASB-aligned disclosures we provided: full transparency around MSCI gender representation globally and ethnicity in the US for executives and all other employees. MSCI CDP climate change questionnaire. Our scores: in 2019 and 2020 we submitted our full CDP disclosures and achieved a B rating in both disclosures.

Social responsibility. Diversity, equality and inclusion are at the core of MSCI's values and culture. 42% of U.S. employees are people of color and 30% of the board of directors and 33% of employees identify as female. Firm-wide unconscious bias training. Diversity helps accelerate innovation. My Name Is campaign to attract and engage diverse talent. Launched sales talent acceleration program. Rare recruitment and #10000 Black Interns partnerships. Employee resource groups promote diversity and allyship. Women's leadership forum, black leadership network, pride, Asian support network, women in tech, all abilities.

Robust governance. Board oversight of key strategic decision-making, robust risk management to identify and mitigate reputational risk, and performance-driven culture that prioritizes our people and DE&I. Board oversight. Engaged, independent, diverse board with a strong lead director, risk, ESG and climate oversight, and investor outreach and proxy access for shareholders.

Integrity at all levels. Comprehensive training programs, strong internal audit and compliance functions, and business code of conduct and ethics.

Better investments for a better world. Indexes, research and analytics to help investors understand the ESG risks and opportunities of their investments, including: public ESG metrics for 36,000 mutual funds and ETFs, ESG ratings in Bloomberg terminals, climate value-at-risk, SDG alignment tool, and climate indexes for equity and fixed income.

Corporate responsibility is everyone's responsibility. Join us on the journey.

## 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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