

# MSCI SASB Guide

December 2020

The MSCI SASB guide incorporates information from our Corporate Responsibility website pages (<https://www.msci.com/who-we-are/corporate-responsibility>) to provide the disclosures required for the Professional & Commercial Services Industry. Our Corporate Responsibility pages also serve as our Corporate Responsibility Report and are updated on an ongoing basis. We will continue to monitor and update our disclosures according to SASB's standards.

## Sustainability disclosure topics & accounting metrics

Table 1. Sustainability Disclosure Topics & Accounting Metrics

| TOPIC                                       | ACCOUNTING METRIC   | CATEGORY                | CODE         | RESPONSE  |
|---|---|-------------------------|--------------|---|
| <b>Data security</b>                        | Description of approach to identifying and addressing data security risks   | Discussion and Analysis | SV-PS-230a.1 | See description of MSCI's practices at this link<br><a href="#">Information Security – MSCI</a>   |
|   | Description of policies and practices relating to collection, usage, and retention of customer information  | Discussion and Analysis | SV-PS-230a.2 | See description of MSCI's practices at this link<br><a href="#">Privacy Notice – MSCI</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            | SV-PS-230a.3 | MSCI is not aware of any material data breach that was required to disclose in any public filings in the last 12 months.  |
| <b>Workforce Diversity &amp; Engagement</b> | Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees  | Quantitative            | SV-PS-330a.1 | As of December 3, 2020: the breakdown by employee in the US was 50% White, 42% People of Colour, 8% NA*<br><br>(*NA% includes those 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)<br><br>Our policies and programs for fostering equitable employee representation across our global operations can be found here<br><br><a href="#">Diversity and Inclusion – MSCI</a> |
|   | (1) Voluntary and (2) involuntary turnover rate for employees   | Quantitative            | SV-PS-330a.2 | For the one year period ended September 30, 2020<br><br>Voluntary Turnover was 8.2% and involuntary turnover was 3.5%   |
|   | Employee engagement as a percentage   | Quantitative            | SB-PS-330a.3 | See description of MSCI's practices at this link<br><br><a href="#">Corporate Responsibility: Cultivating Talent and Employee Engagement – MSCI</a>   |
| <b>Professional Integrity</b>               | Description of approach to ensuring professional integrity  | Discussion and Analysis | SV-PS-510a.1 | See description of MSCI's practices at this link<br><br><a href="#">Corporate Responsibility: Act with Integrity – MSCI</a>   |
|   | Total amount of monetary losses as a result of legal proceedings associated with professional integrity   | Quantitative            | SV-PS-510a.2 | Material legal proceedings for the company are disclosed in our Form 10-K.<br><br><a href="#">Form 10-K</a>   |

**Table 2. Activity Metrics**

| ACTIVITY METRIC   | CATEGORY     | CODE        | RESPONSE  |
|---|--------------|-------------|---|
| <b>Number of employees by:<br/>(1) full-time and part-time,<br/>(2) temporary, and (3) contract</b> | Quantitative | SV-PS-000.A | As of the period ended September 30, 2020<br><br>Employee Full Time: 3,521<br>Employee Part Time: 31<br>Temporary/Contract: 233 |
| <b>Employee hours worked,<br/>percentage billable</b>   | Quantitative | SV-PS-000.B | MSCI does not track employee hours  |

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