

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
Data security	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 Information Security – MSCI
	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 Privacy Notice – MSCI
	(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.
Workforce Diversity & Engagement	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 employee breakdown in the US was 50% White, 38% People of Colour, 4% Others, 8% NA* (*Others includes Two or more races; Native American or Hawaiian; Pacific Islander **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) Our policies and programs for fostering equitable employee representation across our global operations can be found here Diversity and Inclusion – MSCI
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	SV-PS-330a.2	For the one year period ended September 30, 2020 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 Corporate Responsibility: Cultivating Talent and Employee Engagement – MSCI
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	SV-PS-510a.1	See description of MSCI's practices at this link Corporate Responsibility: Act with Integrity – MSCI
	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. Form 10-K

Table 2. Activity Metrics

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

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