

# MSCI Global Environmental Policy

## Purpose and Scope

MSCI Inc. (together with its subsidiaries, “MSCI”) is committed to limiting our environmental impact throughout our operations. This Global Environmental Policy (“Policy”) outlines the environmental commitments that guide our company’s strategic, product and operational business decisions. This Policy also underscores our commitment to limit our impact throughout our operations and value chain over time and to encourage our stakeholders – our clients, shareholders, employees, suppliers and local communities – to demonstrate similar commitment.

## MSCI seeks to reduce our impact on the environment in the following ways:

### Reducing the environmental impact of direct operations



#### Governance

We recognize the importance of sustainability and climate-related issues to our company and have established management and governance structures that support and oversee our environmental commitments and performance. Our management team is responsible for identifying, assessing and managing sustainability and climate-related risks and opportunities, while the MSCI Board of Directors provides oversight and guidance on these matters. The Governance and Corporate Responsibility Committee of the MSCI Board (the “Governance Committee”) is responsible for overseeing corporate responsibility and sustainability matters as they relate to MSCI’s business and long-term strategy, including environmental matters. The Chief Responsibility Officer reports quarterly to the Governance Committee.

MSCI evaluates evolving environmental considerations in alignment with its business decisions, including relevant environmental dependencies, impacts, risks and opportunities. We are committed to continually assessing how this Policy is being implemented throughout our organization and iterating on established principles when necessary.

#### *Additional Information:*

Additional information can be found in our latest [Proxy Statement](#). Our Governance Committee Charter can be found on our [Corporate Governance Site](#).



#### Targets and metrics

MSCI’s net-zero pledge aligns with the Paris Agreement goal of limiting global temperature rise to 1.5 degrees Celsius. We are committed to reach net-zero CO<sub>2</sub>e emissions across the value chain before 2040, from a 2019 base year.

Throughout MSCI’s global operations, we prioritize reducing emissions. We accelerate carbon-reduction initiatives on the most material and controllable emissions, such as electricity consumption, business travel and employee commuting. We choose green-certified buildings for MSCI offices wherever possible, promote a flexible working environment for employees, and encourage virtual meetings and low-carbon options for business travel.

MSCI will review and publish any changes to our net-zero, near-term and long-term targets and report our progress using standardized metrics and frameworks, such as those developed by the Taskforce on Climate-related Financial Disclosures (TCFD). We are an inaugural early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD) and will be taking steps to further evaluate and integrate relevant nature and biodiversity related considerations into our global operations. We aim to supplement our environmental strategy as best practices and technological developments emerge.

*Additional Information:*

Our publicly stated net-zero, near-term and long-term emissions targets, validated by the Science Based Targets initiative, are available on our website: [Environmental Sustainability](#). Additional information about our environmental milestones, practices and emissions are available on our website: [Environmental Sustainability](#).



## **Employees**

MSCI is committed to conducting its business in compliance with all applicable environmental and workplace health and safety laws and regulations, as reflected in the MSCI Code of Ethics and Business Conduct. All employees and contractors on MSCI premises are expected to follow the Code and to report any environmental concerns to MSCI management.

MSCI encourages its employees to take an active role in tackling climate change and broader sustainability challenges. We host events, including collaborating with our employee-led Climate Action Network, to educate employees on the history of climate change, evolving environmental trends, and how MSCI is demonstrating leadership in helping clients solve the investment challenges associated with sustainability issues. Through our day-to-day operations we implement initiatives to reduce our impact on the environment and are empowering our employees to adopt environmentally friendly practices.

We have established an internal carbon price (“ICP”) on travel to educate our employees on the impact of their business travel on our emissions and to encourage them to be carbon-aware when choosing modes of transport. Funds raised through our ICP program can be used to support sustainability efforts at MSCI.

*Additional Information:*

For additional information about our environmental and workplace health and safety laws and regulations, see our [Global Human Rights Policy](#).



## **Nature, water and waste**

MSCI is committed to maintaining offices, premises and facilities that comply with applicable laws and health and safety standards, including the provision of safe and clean drinking water and sanitation. We are committed to responsible water management – we strive to use water responsibly and to prevent water pollution. We develop and maintain policies that empower our staff to procure renewable, reusable and recyclable products.

MSCI is committed to respecting biodiversity and the rights of local communities. We emphasize the principles of a circular economy. Our processes are intended to conserve materials and natural resources and reduce waste (including plastics and e-waste) across our global operations, while navigating various geographic challenges to procuring, reusing, reducing, recycling, and composting.

*Additional Information:*

For additional information about our commitment to water management within our facilities, see our [Global Human Rights Policy](#).

## Engaging and partnering with stakeholders



### Engage suppliers

We tackle climate change and other sustainability challenges in our supply chain and prioritize engagement with our most significant suppliers to achieve shared net-zero goals. We prioritize partnerships with product and data suppliers and professional services firms that procure products with lower environmental impacts, have responsible waste and water management programs and protect biodiversity.

#### *Additional Information:*

Further details are outlined in our [Supplier Code of Conduct](#).



### Facilitate Sustainable Investing

Sustainability and climate solutions from MSCI include indexes, data and research-driven, technology-enabled tools that help investors mitigate the risks and identify the opportunities of a changing world and navigate the transition to a low-carbon economy. Every model, analytical tool and insight for bringing greater clarity to sustainability and climate investing that we produce is designed to help clients make sustainability part of their long-term strategies and reflects our broader mission of helping clients build better portfolios.

#### *Additional Information:*

To learn more about how MSCI enables sustainability and climate solutions, see our website:

[Corporate Responsibility](#) as well as our [annual Corporate Responsibility Investor Roadshow presentation](#).



### Membership and Engagement

MSCI has engaged in several industry initiatives and collaborative frameworks to further our environmental commitment.

#### *Additional Information:*

To learn more about how MSCI's partnerships and engagement, see our website: [Corporate Responsibility](#).

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## 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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