Table of Contents

1. Company overview
2. Financial review
3. Segment highlights
4. Appendix
Forward-Looking Statements

- This presentation contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including without limitation, MSCI’s full-year 2022 guidance and long-term targets. 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 Securities and Exchange Commission (“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 presentation 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.
Other Information

- Percentage changes and totals in this presentation may not sum due to rounding.
- Percentage changes refer to the comparable period in 2020, unless otherwise noted.
- All financial figures for the three months and year ended December 31, 2021 are unaudited unless otherwise noted.
- Foreign currency exchange rate fluctuations reflect the difference between the current period results as reported compared to the current period results recalculated using the foreign currency exchange rates in effect for the comparable prior period. While operating revenues adjusted for the impact of foreign currency fluctuations includes asset-based fees that have been adjusted for the impact of foreign currency fluctuations, the underlying assets under management (“AUM”), which is the primary component of asset-based fees, is not adjusted for foreign currency fluctuations. Approximately three-fifths of the AUM are invested in securities denominated in currencies other than the U.S. dollar, and accordingly, any such impact is excluded from the disclosed foreign currency-adjusted variances.
Company overview
MSCI at a Glance

What We Do
Provide products and services that global investors can use to build **better portfolios** for a better world

**4,303** employees

**30+** Office locations

~**$2.2B** Total Run Rate

↑ **20%** YoY

Must-have investment data, tools, models and technology across asset classes for performance and risk

**6,300+** clients

in **95+** countries

- Providing solutions to enable all participants in the investment process
- Driving innovation for industry-leading solutions
- 50+ years of establishing standards in the investment industry

37% of employees located in developed market centers

63% of employees located in emerging market centers

~**$16.3T** in assets under management benchmarked to MSCI Indexes as of 6/30/21

Extensive knowledge of the investment process

1Represents the aggregate of all related clients under their respective parent entity, excluding clients of Real Capital Analytics, Inc. ("RCA") which were not previously MSCI’s clients.

2As of December 31, 2021.
Our Strategy

Support the Investment Process Needs of our Clients with Highly Differentiated Solutions Supported by Best-in-Class Capabilities
Our Vision: An Increasingly Complex Investment Industry Creates Opportunity

**Markets**
- New geographies and markets are accessible

**Choices**
- Securities
- Instruments
- Asset classes

**Vehicles**
- Funds
- Co-investing
- Direct investments

**Styles**
- Factors
- ESG percentage climate consideration
- Thematics and mega themes

**Scale**
- Investable assets growing as a % of global economies
- Increased allocations to private markets

**Investors**
- Proliferation of institutional and individual investors

** MORE:**

$100T+ Managed Assets

100,000+ Public Equities

Millions Fixed Income Instruments

11,000+ Private Equity (PE) Funds

120,000+ PE-owned Companies

$10.5T+ Global Investment Properties

$610T+ Notional Derivatives Contracts

$148T+ Bank Assets

Note: Numbers based on company estimates and third-party reports; figures represent most recent information available as of February 2022.
Investors rely on MSCI for:

- Data- and research-driven insights into drivers of risk and performance
- Broad asset class coverage
- Innovative tools to help bring investment strategies to market
- Exceptional quality
- Reliability, technology and business continuity infrastructure

Supporting Investors’ Needs in Every Part of the Investment Cycle

- Designing Strategies
- Managing Strategies
- Evaluating Strategies

MSCI Portfolio Construction Tools
MSCI Indexes
MSCI Asset Allocation Models
MSCI Risk and Performance Models
MSCI Benchmarks
MSCI Performance Attribution Applications
MSCI Risk Analytics and Reporting
To Stay Ahead of Client Demands, MSCI Will Deliver Everything We Do “As a Service”

MSCI Data and Technology Capabilities

Proven Ability to Handle Complex, Integrated and High-volume Workflows with Flexible and Scalable Solutions for Clients

**Collect**
- 350+ Data Vendors
- 800+ Data Products
- ~20M Securities Maintained Daily

**Compute**
- 267K+ Indexes Calculated Daily
- 7.0B+ Positions Processed in Analytics in a Single Day
- 800B+ Daily Instrument Pricings

**Deliver**
- 500+ APIs across All Product Lines
- 15+ Proprietary Applications at MSCI
- 40+ Third-Party Distribution Partners

Note: Information as of February 17, 2022.
## Widespread Demand for MSCI’s Offerings

<table>
<thead>
<tr>
<th>Clients</th>
<th>Solutions for</th>
<th>Capabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Asset managers</td>
<td>• ESG and climate investing</td>
<td>• Data</td>
</tr>
<tr>
<td>• Asset owners</td>
<td>• Customized Indexes</td>
<td>• Technology</td>
</tr>
<tr>
<td>• Broker-dealers</td>
<td>• Derivatives</td>
<td>• Talent</td>
</tr>
<tr>
<td>• Wealth managers</td>
<td>• Factor Investing</td>
<td></td>
</tr>
<tr>
<td>• Corporates</td>
<td>• Private Asset Investing</td>
<td></td>
</tr>
<tr>
<td>• Insurance companies</td>
<td>• Fixed income and liquidity</td>
<td></td>
</tr>
<tr>
<td>• Private asset managers</td>
<td>• Investment Themes</td>
<td></td>
</tr>
<tr>
<td>• Regions (Americas, EMEA, APAC)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
2020-2021 Corporate Responsibility Highlights & Key Enhancements

New Commitments & Policies
- Announced Net-Zero commitment to achieve goal by 2040
- Founding member of the Net Zero Service Provider Alliance
- Commitment to support the UN SDGs
- Published a Global Human Rights Policy
- Updated our Environmental Policy to include our net-zero commitment
- Updated Supplier Code of Conduct to reflect our net-zero commitment

New Actions & Solutions
- Expanded our climate actions including aligning suppliers with MSCI’s commitments
- Included Climate and DE&I into our risk management system
- Enhanced our Corporate Responsibility Governance by creating a CR Policy Committee
- Conducted Board education sessions on climate
- Conducted corporates & pensions roundtables to discuss CR trends and challenges
- Develop new solutions (e.g., Implied Temperature Rise, Net-Zero Tracker)

New Reports & Filings
- First time Task Force on Climate-related Financial Disclosures (TCFD) Report
- First time Sustainability Accounting Standard Board (SASB) guide
- First time Sustainable Finance Disclosure Regulation (SFDR) report
- New webpage dedicated to Sustainability Reports & Policies
- Third CDP report
- Fifth UN PRI questionnaire
- Published MSCI’s Net-Zero Revolution paper

Source: MSCI's CR Website, Sustainability Reports and Policies: https://www.msci.com/who-we-are/corporate-responsibility/sustainability-reports-policies
MSCI’s CR Website, Corporate Responsibility, Our Commitment (SDGs): https://www.msci.com/who-we-are/corporate-responsibility
Risk Management System: 2021 MSCI CDP Survey
## Robust and Compelling Financial Model

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Recurring, visible revenue model</strong></td>
<td>~97% or higher recurring revenues(^1) as percent of total revenue from 2016 – 2021</td>
</tr>
<tr>
<td><strong>Operating efficiency strength</strong></td>
<td>Disciplined operating expense management</td>
</tr>
<tr>
<td><strong>Triple-Crown investment opportunities to grow business</strong></td>
<td>Investing in multiple strategic product areas, client segments and capabilities, including technology and partnerships, to drive growth</td>
</tr>
<tr>
<td><strong>Attractive cash generation profile</strong></td>
<td>Our business is not highly capital intensive and, as such, we convert a high percentage of our profits into excess cash</td>
</tr>
<tr>
<td><strong>Strong balance sheet and liquidity</strong></td>
<td>Total cash and equivalents of $1.4B as of December 31, 2021</td>
</tr>
</tbody>
</table>

\(^1\)Recurring Revenues include recurring subscription and asset-based fees revenues.
Financial review
Exceptional Track Record of Financial Execution

### Revenue ($m)

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$1,151</td>
</tr>
<tr>
<td>2017</td>
<td>$1,274</td>
</tr>
<tr>
<td>2018</td>
<td>$1,434</td>
</tr>
<tr>
<td>2019</td>
<td>$1,558</td>
</tr>
<tr>
<td>2020</td>
<td>$1,695</td>
</tr>
<tr>
<td>2021</td>
<td>$2,044</td>
</tr>
</tbody>
</table>

**CAGR:** 12%

### Adjusted EBITDA ($m)

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$569</td>
</tr>
<tr>
<td>2017</td>
<td>$660</td>
</tr>
<tr>
<td>2018</td>
<td>$772</td>
</tr>
<tr>
<td>2019</td>
<td>$850</td>
</tr>
<tr>
<td>2020</td>
<td>$972</td>
</tr>
<tr>
<td>2021</td>
<td>$1,197</td>
</tr>
</tbody>
</table>

**CAGR:** 16%

### Free Cash Flow ($m)

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$400</td>
</tr>
<tr>
<td>2017</td>
<td>$355</td>
</tr>
<tr>
<td>2018</td>
<td>$564</td>
</tr>
<tr>
<td>2019</td>
<td>$656</td>
</tr>
<tr>
<td>2020</td>
<td>$760</td>
</tr>
<tr>
<td>2021</td>
<td>$883</td>
</tr>
</tbody>
</table>

**CAGR:** 17%

### Adjusted EPS

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$3.03</td>
</tr>
<tr>
<td>2017</td>
<td>$3.98</td>
</tr>
<tr>
<td>2018</td>
<td>$5.35</td>
</tr>
<tr>
<td>2019</td>
<td>$6.44</td>
</tr>
<tr>
<td>2020</td>
<td>$7.83</td>
</tr>
<tr>
<td>2021</td>
<td>$9.95</td>
</tr>
</tbody>
</table>

**CAGR:** 27%
MSCI Subscription Run Rate
as of 12/31/2021 by Client Base

MSCI Subscription Run Rate
as of 12/31/2021 by Geography

Operating Revenues Mix
Full Year Ended 12/31/2021

by Segment

by Type

MSCI Subscription Run Rate
as of 12/31/2021 by Client Base

Significant Recurring Revenue Model with Global Client Base
Significant demand and growth across large emerging opportunities

**Run Rate**
(US$ in millions)

- **Historical Run Rates**:
  - **12/31/2020**
    - Direct Indexing & Coporates: $5
    - Insurance: $15
    - Climate: $15
    - Fixed Income: $32
    - Futures & Options: $53
    - Wealth: $60
    - Private Assets: $135
    - ESG (ex. Climate): $309

- **12/31/2021**
    - Direct Indexing & Coporates: $14
    - Insurance: $20
    - Climate: $45
    - Fixed Income: $53
    - Futures & Options: $54
    - Wealth: $72
    - Private Assets: $56
    - ESG (ex. Climate): $210

**Notes**:

1. Excludes amounts from Asset Manager and Asset Owner affiliates of Insurance companies.
2. Excludes Analytics Enterprise Risk & Performance.
3. Listed only.
4. Represents total subscription run rate from wealth management client base.
5. Excluding Burgiss and includes RCA in 12/31/21 run rate.
6. Includes ESG Indexes reported in Index segment and ESG Research, data, ratings and tools reported in ESG & Climate segment.
Innovation and Investment in Key Growth Areas

**New Growth**
Drive new business capabilities through new products and

Examples:
- Climate and Corporates client segments
- Thematic Indexes
- Fixed income Indexes and ESG

**Scale**
Expand existing products and capabilities to accelerate growth

Examples:
- Innovative Factors & ESG Indexes
- ESG securities coverage expansion
- Expanding Futures and Options

**Efficiencies**
Avoid and/or repurpose costs; achieve productivity gains

Examples:
- Cloud migration
- Streamline technology development
- Data process improvements

---

**Triple-Crown Investment Criteria**

- **High Returns**
  Projects must have a high return (ROI)

- **Quick Payback <3 Years**
  Earlier payback preferred

- **Strong Valuation**
  Prefer investments with greater impact to MSCI's valuation

---

Rigorous metric-driven approach to allocate capital across different business areas
MSCI typically seeks to maintain minimum cash balances globally of approximately $200.0 million to $250.0 million for general operating purposes.

In 4Q21, returned $91M to shareholders through quarterly dividends of $85.8M and $5.2M of share repurchases during 4Q21. YTD through trade date of February 10, 2022, share repurchases of $634.1 million or 1.2 million shares at an average price of $515.83; continued opportunistic approach to MP&A and buybacks.

Strong balance sheet provides optionality. Next maturity not until 2029.

Disciplined and consistent approach to deployment. Triple-Crown framework to evaluate internal opportunities and MP&A (mergers, partnerships and acquisitions).

- In 4Q21, returned $91M to shareholders through quarterly dividends of $85.8M and $5.2M of share repurchases during 4Q21.
  - YTD through trade date of February 10, 2022, share repurchases of $634.1 million or 1.2 million shares at an average price of $515.83; continued opportunistic approach to MP&A and buybacks.

- Strong balance sheet provides optionality.
  - Next maturity not until 2029.

- Disciplined and consistent approach to deployment.
  - Triple-Crown framework to evaluate internal opportunities and MP&A (mergers, partnerships and acquisitions).

### Credit Ratings as of 2/17/2022:

<table>
<thead>
<tr>
<th>Outlook</th>
<th>Moody's</th>
<th>S&amp;P</th>
<th>Fitch</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long-term issuer rating</td>
<td>Ba1</td>
<td>BB+</td>
<td>BBB-</td>
</tr>
<tr>
<td>Senior unsecured</td>
<td>Ba1</td>
<td>BB+</td>
<td>BBB-</td>
</tr>
</tbody>
</table>

Note: Credit ratings reflect the views of the different agencies and are not a recommendation to buy, sell or hold any security including our common stock or debt securities. These ratings are subject to periodic review and may be raised upward, downward or revoked at the sole discretion of the agencies.
Disciplined Approach to Capital Deployment for Shareholders

- **Dividends (\$M)**
  - 2016: $97
  - 2017: $121
  - 2018: $172
  - 2019: $221
  - 2020: $247
  - 2021: $304

- **Meaningful dividend with strong historical growth**
- **Payout ratio target of 40% – 50% of Adjusted EPS**
- **In Q1 2022, cash dividend of $1.04 per share declared by MSCI Board of Directors**

**Share Repurchases**

- **2016:** \$759
- **2017:** \$925
- **2018:** \$102
- **2019:** \$727
- **2020:** \$140
- **2021:** \$634

- **Weighted Average Diluted Shares Outstanding (in millions)**
- **Aggregate Dollar Value of Shares Repurchased (\$ in millions)**

**Opportunistic Share Repurchases** Capitalizes on Attractive Values and Volatility

**$4.7B** of Share Repurchases since 2012

---

1 Estimated dilutive share count as of February 10, 2022.
# Full-Year 2022 Guidance as of January 27, 2022

<table>
<thead>
<tr>
<th>Guidance Item</th>
<th>Current Guidance for Full-Year 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Expense</td>
<td>$1,075 to $1,115 million</td>
</tr>
<tr>
<td>Adjusted EBITDA Expense</td>
<td>$975 to $1,005 million</td>
</tr>
<tr>
<td>Interest Expense (including amortization of financing fees)¹</td>
<td>~$162 million</td>
</tr>
<tr>
<td>Depreciation &amp; Amortization Expense</td>
<td>$100 to $110 million</td>
</tr>
<tr>
<td>Effective Tax Rate</td>
<td>15.5% to 18.5%</td>
</tr>
<tr>
<td>Capital Expenditures</td>
<td>$60 to $70 million</td>
</tr>
<tr>
<td>Net Cash Provided by Operating Activities</td>
<td>$1,120 to $1,160 million</td>
</tr>
<tr>
<td>Free Cash Flow</td>
<td>$1,050 to $1,100 million</td>
</tr>
</tbody>
</table>

Note: MSCI’s guidance for 2022 is based on assumptions about a number of macroeconomic and capital market factors, in particular related to equity markets. These assumptions are subject to uncertainty, and actual results for the year could differ materially from our current guidance, including as a result of ongoing uncertainty related to the duration, magnitude and impact of the COVID-19 pandemic.

The guidance provided above assumes, among other things, that MSCI maintains its current debt levels. On January 26, 2022, the MSCI Board of Directors authorized management to opportunistically explore financing options that would increase the Company’s leverage ratio and interest expense. Any potential financing is subject to market and other conditions, and there can be no assurance as to the timing or certainty of a transaction.

¹ Interest income will continue to be impacted by the lower rates available on cash balances.
### Long-term Targets as of January 27, 2022

<table>
<thead>
<tr>
<th>Area</th>
<th>Revenue Growth Rate</th>
<th>Adj. EBITDA Expense Growth Rate</th>
<th>Adj. EBITDA Growth Rate</th>
<th>Adj. EBITDA Margin %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Index</td>
<td>Low Double Digit</td>
<td>Low Double Digit</td>
<td>High Teens</td>
<td>High 50s</td>
</tr>
<tr>
<td>Analytics</td>
<td>High Single Digit</td>
<td>Mid Single Digit</td>
<td>Mid to High 20s</td>
<td>High 50s</td>
</tr>
<tr>
<td>ESG &amp; Climate</td>
<td>Mid to High 20s</td>
<td>Mid to High 20s</td>
<td>High Teens</td>
<td>High 50s</td>
</tr>
<tr>
<td>All Other – Private Assets</td>
<td>High Teens</td>
<td>Mid Teens</td>
<td>Low to Mid Teens</td>
<td>High 50s</td>
</tr>
<tr>
<td>MSCI</td>
<td>Low Double Digit to Low Double Digit</td>
<td>Low to Mid Teens</td>
<td>High 50s</td>
<td></td>
</tr>
</tbody>
</table>

1 Excludes Asset-Based Fees.
Segment highlights
Index subscription at a glance

Index Subscription Run Rate

- 4Q20: $618.4
  - Market Cap Weighted: $478.4
  - Custom & Specialized: $79.5
  - Factor & ESG: $60.5

- 4Q21: $694.6
  - Market Cap Weighted: $523.6
  - Custom & Specialized: $93.4
  - Factor & ESG: $77.6

- Organic: +12%
- Total: +12%
- Americas: +28%
- Asia-Pacific (APAC): +18%
- Europe, Middle East, and Africa (EMEA): +9%

Index Subscription Run Rate as of 12/31/2021 by Geography

- Americas: 40%
- APAC: 21%
- EMEA: 39%

Index Subscription Run Rate as of 12/31/2021 by Client base

- Asset Managers: 66%
- Banks & Others: 18%
- Hedged Funds: 6%
- Wealth Management & Consultants: 5%
- Asset Owners: 5%

 MSC
Index: We are Uniquely Positioned to Meet the Industry’s Needs

By Leveraging Our Entire Firm, We Offer Clients a Comprehensive Toolset

- MSCI Indexes are built using a modular approach with a rules-based, consistent and transparent methodology.
- Indexes designed to represent full opportunity set across geographies and products with no gaps or overlaps.
- Can be used as building blocks for portfolio construction in indexed and active portfolios representing the performance of investment strategies, using a consistent framework.
Index: Ready-Made Indexes Across Market-Cap, Size and Geographic Exposures and Across Investment Thesis Areas for Equity and Fixed Income

### Market Cap Weighted

- **DM Small Cap**
- **EM Small Cap**
- **Developed Markets**

### Emerging Markets
- **MSCI World**
- **ACWI IMI**

### Factors

- **VOLATILITY**
- **VALUE**
- **GROWTH**
- **QUALITY**
- **MOMENTUM**
- **YIELD**

### ESG & Climate Indexes

#### Climate Integration
- MSCI Climate Change
- MSCI Climate Paris Aligned
- MSCI Low Carbon Target

#### ESG Integration
- MSCI ESG Leaders
- MSCI ESG Focus
- MSCI ESG Universal

#### Screening & Values
- MSCI Ex Controversial Weapons
- MSCI Ex Tobacco Involvement
- MSCI Ex Fossil Fuel
- MSCI Faith Based

#### Impact Investing
- MSCI Global Environment
- MSCI Sustainable Impact
- MSCI Women’s Leadership

### Thematic Indexes Aligned with Megatrends

#### Transformative Tech
- Future mobility, robotics, digital economy, fintech innovation

#### Health & Healthcare
- Genomic innovation, digital health

#### Environment & Resources
- Efficient energy, Circular economy

#### Society & Lifestyle
- Smart cities, ageing societies, future education, food revolution

---

Note: Indexes described on this slide are an illustrative set of examples only.
## Custom Indexes

### Any MSCI Index as a starting point
- Regional and Country Selection
- GICS Selection
- Rule-based security selection
- Equity Screening
- Custom Weighting
- Custom Special Tax rates

### Client use cases:
- Construct and issue index-linked products such as ETFs or derivatives to meet specific investment themes
- Help clients including asset owners avoid benchmark misalignment by using an index that more accurately reflects their investment strategy, thesis or constraints
- Support wealth managers in delivering personalized portfolios at scale using Direct indexing

### Benefits

#### Broad Coverage
- Stock Exclusions
- Custom ESG & Climate Overlay
- Custom Factors Overlay
- Custom Thematic Overlay
- Custom Delivery and File Format

#### Data Reliability
- Well-established, reliable index production process – same as used for calculating all MSCI Standard indexes.

#### Rigorous Methodology
- Investable, transparent and replicable indexes designed with the same rigorous calculation and maintenance methodology as applied to the MSCI Standard Indexes.

#### Global Support
- Cross-functional custom indexes team of experts in Research, Index Production, Technology and Product Management.

---

**Example:**

Customize any MSCI index such as Market Cap, Factor, Thematic, ESG and Climate to reflect specific benchmark or product requirements.
Index: Helping Integrate Indexes at the Center of the Investment Process

- Define Investable Universe
- Market Cap, Factor, Climate, ESG, Thematic
- Asset Allocation
- Indexes Customized for Risk Profile
- Climate Risks and Opportunities
- Derivatives for Hedging and Exposure Management
- Exposure and Liquidity Management
- Performance Attribution
- Model Portfolios
- Benchmarking Performance
- Reporting to Investors
- Complying with Regulators

GROWING ROLE OF INDEXES
Analytics segment at a glance

**Analytics Run Rate as of 12/31/2021 by Geography**

- **Americas** 54%
- **EMEA** 30%
- **APAC** 16%

**Analytics Run Rate as of 12/31/2021 by Client base**

- **Asset Managers** 46%
- **Banks & Others** 21%
- **Asset Owners & Consultants** 14%
- **Hedge Funds** 15%
- **Wealth Management** 4%

**Analytics Run Rate (US$ in millions)**

- 4Q20: $398.6 (Multi-Asset Class Analytics), $156.5 (Equity Analytics)
- 4Q21: $416.2 (Multi-Asset Class Analytics), $169.0 (Equity Analytics)

**Year-over-Year Growth**

- Multi-Asset Class Analytics: +5%
- Equity Analytics: +7%
- Organic: +8%
- Total: +7%
Analytics: Significant Opportunities in Equity Portfolio Management: $1B+ TAM

**Growth Drivers**

- **Asset Owners**
  - Increasingly using Factors for portfolio construction and asset allocation

- **Asset Managers**
  - Portfolio customization through end user applications

- **Hedge Funds and Broker Dealers**
  - Large consumers of model data to embed into their investment processes. Eager to consume all the new content we produce

**Accelerators**

- Integration of ESG and Climate in portfolio construction
  - Client-facing applications
  - ESG/climate/thematic integration
  - Capabilities to customize indexes

Content distribution through APIs, partners and digital marketplaces

**Broad Adoption of Factors and Portfolio Customization Driving Growth**
## Analytics: Multi-Asset Class Solutions Well Positioned to Grow in a $2B+ TAM

### Solving Two Critical Needs: Building MAC Portfolios and Managing Portfolios across Asset Classes

### Growth Drivers
- Large demand for multi-asset solutions from institutional and individual investors
- Demand for solutions to new problems from asset managers and asset owners
  - Need to innovate, decrease complexity and achieve scale

### Accelerators
- Tools for multi-asset solution managers
- Asset allocation solutions for asset owners
- Mass portfolio personalization for wealth managers
- Solutions for liquidity, climate change, long horizon risk, private asset investing and new regulations
- Models and analytics through cloud-hosted APIs and integration with clients’ infrastructure
Analytics: Fast Growth Potential in Fixed Income Portfolio Management

Key Drivers

- Systematic investing in fixed income is growing as data becomes widely available and price transparency improves
- Fixed income investors need to integrate ESG/Climate considerations

Key Opportunities

- Estimated $200M opportunity to help asset owners and asset managers build fixed income portfolios
- Expansion into insurance companies

2021 Results

- 48% YoY run rate growth in 2021
- Resulted from cross-selling fixed income teams of our large multi-asset class client base, as well as winning new clients

MSCI is Offering Differentiated Solutions

- Developed Closely with Clients to Solve Unmet Needs
- Distributed through OMS, which Simplifies Workflows and Creates Consistency
- Will be Integrated with MSCI Fixed Income Indexes and ESG/Climate Data, which are Competitive Differentiators
ESG & Climate segment at a glance

**ESG & Climate Segment Run Rate**

(US$ in millions)

- **4Q20**: $138.3
- **4Q21**: $199.6

+44% Organic

**ESG & Climate Run Rate as of 12/31/2021 by Geography**

- **Americas**: 40%
- **EMEA**: 47%
- **APAC**: 13%

**ESG & Climate Run Rate as of 12/31/2021 by Client base**

- **Asset Managers**: 60%
- **Banks & Others**: 15%
- **Wealth Management**: 7%
- **Hedge Funds**: 6%
- **Asset Owners & Consultants**: 11%
ESG & Climate: A Pioneer and Market Leader

Setting Standards and Providing a Common Language

- 45+ years experience in objectively measuring and modeling ESG characteristics
- 1,500+ MSCI ESG equity and fixed income indexes
- Deep integration across MSCI products catering to the investment value chain

Leadership and Depth of Coverage:

- **ESG Indexes:** #1 ESG Index Provider by Equity ETF Assets Linked to its ESG Indexes; $579B in institutional, retail and ETF assets benchmarked to MSCI ESG & Climate Indexes as of 6/30/21
- **ESG Ratings & Data:** 49 of the top 50 Asset Managers leverage MSCI ESG Research; ~2,600 ESG Clients Globally with Coverage of 16,350+ Issuers and 753,450+ Securities
- **Climate Data & Analytics:** Climate Data Provider to 44 of the World’s Top 50 Asset Managers; 900+ Climate Change Metrics, Covering 10,000+ Issuers
- **Climate Indexes:** #1 Climate Index Provider by Equity Assets Linked to its Climate Indexes

Multiple Years of Creating a Comprehensive Ecosystem

- 800+ ESG & Climate experts and technologists providing the most efficient investment signals
- Extensive set of solutions for ESG and Climate integration

---

1. Through MSCI legacy companies KLD, Innovest, IRRC, and GMI Ratings;
2. Source MSCI Inc. as of December 2021;
3. Data based on Refinitiv Universe as of December 2021, only primary listings, and not cross-listings;
4. MSCI ESG solutions are used by 49 of the top 50 world’s largest Asset Managers as determined by Willis Towers Watson report “The world’s largest 500 asset managers, Joint study with Pensions & Investments.” AUM and rankings calculated as of December 2020. Report published October 2021;
5. To calculate the number of clients, we use the shipping address of the ultimate customer utilizing the product, which counts affiliates, user locations or business units within a single organization as separate clients;
6. MSCI ESG Research’s climate solutions are used by 44 of the top 50 world’s largest Asset Managers as determined by Willis Towers Watson report “The world’s largest 500 asset managers, Joint study with Pensions & Investments.” AUM and rankings calculated as of December 2020. Report published October 2021;
7. Source: MSCI ESG Research as of February 2022; Data as of June 30, 2021, based on eVestment for Institutional funds, Morningstar for Retail funds and Refinitiv Universe for ETFs
ESG & Climate: Continued Growth Across Firmwide Franchise

2010-2021 CAGR: 31%

Note: Includes ESG & Climate Research Run Rate, reported in the ESG & Climate segment, and ESG & Climate related Index subscription and asset-based fees Run Rate reported in the Index segment.
ESG & Climate: Comprehensive Solutions Backed by Unique Capabilities

Financial Materiality

1. First ESG provider to assess companies based on industry financial materiality, dating back to 19991
2. Focus on the issues that are most relevant to a company's core business model

Deep Knowledge

1. Team of 300+ analysts vets, validates and transforms data into meaningful insight4
2. Deep climate expertise with dedicated MSCI Climate Risk Center

Alternative data beyond corporate disclosure

1. On average, 45% of the data to determine a corporate MSCI ESG Rating is derived from alternative sources2
2. Leverage technology and AI to increase timeliness and precision of data collection and analysis

Broad ESG and Climate coverage

1. Broad ESG Ratings coverage with 90% of equity and fixed income market value3
2. Provide consistent solutions across investment instruments

Leading Technology

1. 220+ Technologists dedicated to ESG and Climate
2. 90+ data scientists develop robust models turning unstructured data into meaningful output

Unique Track Record

1. Extensive track record, analyzed by multiple academic studies
2. Tried and tested solution

“One way out of the dilemma of uncorrelated ratings is to use the one with the most predictive power, which they found to be MSCI ESG Ratings” Linda-Eling Lee6

---

1 Origins of MSCI ESG Ratings from 1999; Financial materiality - ratings focus key ESG issues that could become financially material over the medium to long term 2 MSCI ESG Research: 2,434 constituents of the MSCI ACWI Index as of November 30, 2017; 3 Source: MSCI ESG Research as of as of February 2021, coverage subject to change; 4 Source: MSCI ESG Research as of December 2021. Includes full time employees, employees of foreign affiliates providing investment advisory services to MSCI ESG Research LLC, and global allocated staff performing non-investment advisory tasks; 5 Serafeim, G & Yoon, A. (2021). Stock Price Reactions to ESG News: The Role of ESG Ratings and Disagreement Harvard Business School Accounting & Management Unit; 6 Linda-Eling Lee’s February 2021 comment on the results of the Serafeim, G & Yoon, A. (2021) paper
Climate: Tools to Help Investors Identify, Measure and Monitor Risks and Opportunities from Climate Change and the Net Zero Revolution

**Integration and Analysis of Climate Exposure**

- **Measure** and monitor the carbon emissions of issuers and portfolio companies
- Broad asset class offering including **Carbon Footprinting of Private Equity and Debt Funds** launched by MSCI and The Burgiss Group, LLC
- Tools to help investors monitor **climate transition** and **physical risks**, including leaders and laggards in the portfolio, and advance their net zero strategy

**Forward-Looking Climate Insights**

Implied Temperature Rise (ITR) provides a forward-looking portfolio level metric in degrees Celsius demonstrating how aligned the companies in the portfolio are to global temperature targets.

- **1.5°C**
- **2.06°C**
- **2.96°C**

**Cloud-native platforms Climate Models and Metrics**

- **Carbon Emissions & Foot Printing**
- **Physical Risk Assessment Low Carbon Transition Risk**
- **MSCI Climate Scenario Analysis (Climate VaR)**

**MSCI Climate Lab** - a new application that provides investors with the data and tools to track and assess companies’ progress towards net-zero commitments and align their portfolios with climate targets.
All Other—Private Assets segment at a glance

All Other – Private Assets Run Rate

$135.1

139% Organic

$76.0 RCA

$56.5

4Q20 4Q21

All other- Private Assets Run Rate as of 12/31/2021 by Geography

- Americas 42%
- EMEA 50%
- APAC 8%

All other- Private Assets Run Rate as of 12/31/2021 by Client base

- Asset Managers 33%
- Banks & Others 52%
- Wealth Management 1%
- Hedge Funds 4%
- Asset Owners & Consultants 11%
MSCI Property Indexes and Property Fund Indexes

Enable investors to measure performance and risk of direct real estate investments from $2T of underlying assets

- MSCI Global Annual Property Index (GPI)
- MSCI Global Quarterly Property Fund Index (GPFI)
- Asia Pacific, North America, EMEA regional indexes plus sub-regional composites
- MSCI Property Indexes for 30+ countries

70+ headlined indexes • 2000+ clients • 170+ countries • 600+ data contributors

Real Estate Portfolio Analytics and Market Data Products

Analytics and reporting solutions for private portfolio & market benchmark fundamentals and investment metrics spanning

- Headline Performance & Risk compared with industry standard or custom benchmarks
- Attribution of Property Portfolio, Fund, Asset and Tenancy performance
- Real Estate Climate Value-at-Risk (Climate VaR), providing forward-looking return-based valuation assessment and systematic disclosure tools
- Forward-looking Income Risk Monitoring and Property or Tenant Due Diligence assessment (INCANS)

Real Capital Analytics and Datscha products

Timely and reliable source for Commercial Real Estate pricing, capital flows, investment trends, broker ranking, ownership and lease terms.

- SaaS-based platform integrated into daily workflow of brokers & agents, investors & owners and lenders & originators
- Measuring $40T+ of capital transactions covering property transactions, Mortgage Debt Intelligence and Construction Starts Data
- Profiles on over 200,000+ investors, lenders, brokers and deal participants
- RCA CPPI™ Commercial Property Prices Indexes
- Leasing details in selected countries
- Footfall data across England and Wales
As of December 31, 2021, RCA had ~$76 million of Run Rate

In 4Q21, revenue contributions from RCA were $18.7 million

Expect annualized Adjusted EBITDA margin for the All Other Private Assets segment likely closer to the mid-teens in 2022, taking into account:
- Investments in near-term to integrate the business
- Employee retention expenses that are included in Adjusted EBITDA
- The allocation of certain internal costs to the segment

RCA’s results are presented within MSCI’s All Other – Private Assets reportable segment

Certain transaction-related and integration costs are excluded from MSCI’s Adjusted EBITDA Expenses, Adjusted EBITDA and Adjusted EPS (refer to reconciliation tables in Appendix)
Continued Resilient Key Operating Metrics

YoY Subscription Run Rate Growth (as Reported and Organic)

Quarterly Retention Rate Trends
4Q16 to 4Q21 YoY Segment Run Rate Growth

**Subscription Run Rate Growth as Reported**

- **Index**
  - 4Q16: 10%
  - 1Q17: 21%
  - 2Q17: 38%
  - 3Q17: 37%
  - 4Q17: 46%
  - 1Q18: 38%
  - 2Q18: 21%
  - 3Q18: 13%
  - 4Q18: 11%
  - 1Q19: 12%
  - 2Q19: 11%
  - 3Q19: 11%
  - 4Q19: 27%
  - 1Q20: 11%
  - 2Q20: 10%
  - 3Q20: 13%
  - 4Q20: 17%
  - 1Q21: 45%
  - 2Q21: 49%
  - 3Q21: 37%
  - 4Q21: 27%

- **Analytics**
  - 4Q16: 3%
  - 1Q17: 6%
  - 2Q17: 7%
  - 3Q17: 7%
  - 4Q17: 7%
  - 1Q18: 7%
  - 2Q18: 7%
  - 3Q18: 6%
  - 4Q18: 5%
  - 1Q19: 5%
  - 2Q19: 6%
  - 3Q19: 6%
  - 4Q19: 6%
  - 1Q20: 5%
  - 2Q20: 6%
  - 3Q20: 4%
  - 4Q20: 5%
  - 1Q21: 5%
  - 2Q21: 5%
  - 3Q21: 5%
  - 4Q21: 5%

**Asset-Based Fees Run Rate Growth as Reported**

- **Index**
  - 4Q16: 10%
  - 1Q17: 10%
  - 2Q17: 10%
  - 3Q17: 10%
  - 4Q17: 10%
  - 1Q18: 10%
  - 2Q18: 10%
  - 3Q18: 13%
  - 4Q18: 17%
  - 1Q19: 21%
  - 2Q19: 11%
  - 3Q19: 11%
  - 4Q19: 11%
  - 1Q20: 10%
  - 2Q20: 11%
  - 3Q20: 11%
  - 4Q20: 11%
  - 1Q21: 11%
  - 2Q21: 11%
  - 3Q21: 11%
  - 4Q21: 12%

**Organic Subscription Run Rate Growth**

- **Subscription Run Rate Growth as Reported**
  - 4Q16: 4%
  - 1Q17: 3%
  - 2Q17: 4%
  - 3Q17: 4%
  - 4Q17: 4%
  - 1Q18: 6%
  - 2Q18: 5%
  - 3Q18: 5%
  - 4Q18: 1%
  - 1Q19: 2%
  - 2Q19: 3%
  - 3Q19: 4%
  - 4Q19: 5%
  - 1Q20: 4%
  - 2Q20: 4%
  - 3Q20: 4%
  - 4Q20: 4%
  - 1Q21: 5%
  - 2Q21: 5%
  - 3Q21: 5%
  - 4Q21: 5%

**Organic Subscription Run Rate Growth**

- **Subscription Run Rate Growth as Reported**
  - 4Q16: 4%
  - 1Q17: 3%
  - 2Q17: 4%
  - 3Q17: 4%
  - 4Q17: 4%
  - 1Q18: 6%
  - 2Q18: 5%
  - 3Q18: 5%
  - 4Q18: 1%
  - 1Q19: 2%
  - 2Q19: 3%
  - 3Q19: 4%
  - 4Q19: 5%
  - 1Q20: 4%
  - 2Q20: 4%
  - 3Q20: 4%
  - 4Q20: 4%
  - 1Q21: 5%
  - 2Q21: 5%
  - 3Q21: 5%
  - 4Q21: 5%
4Q16 to 4Q21 YoY Segment Run Rate Growth

**ESG & Climate**

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Subscription Run Rate Growth as Reported</th>
<th>Organic Subscription Run Rate Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Q16</td>
<td>24%</td>
<td>23%</td>
</tr>
<tr>
<td>1Q17</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>2Q17</td>
<td>26%</td>
<td>25%</td>
</tr>
<tr>
<td>3Q17</td>
<td>31%</td>
<td>34%</td>
</tr>
<tr>
<td>4Q17</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td>1Q18</td>
<td>25%</td>
<td>25%</td>
</tr>
<tr>
<td>2Q18</td>
<td>29%</td>
<td>25%</td>
</tr>
<tr>
<td>3Q18</td>
<td>28%</td>
<td>26%</td>
</tr>
<tr>
<td>4Q18</td>
<td>29%</td>
<td>28%</td>
</tr>
<tr>
<td>1Q19</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>2Q19</td>
<td>25%</td>
<td>27%</td>
</tr>
<tr>
<td>3Q19</td>
<td>23%</td>
<td>23%</td>
</tr>
<tr>
<td>4Q19</td>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>1Q20</td>
<td>24%</td>
<td>33%</td>
</tr>
<tr>
<td>2Q20</td>
<td>31%</td>
<td>36%</td>
</tr>
<tr>
<td>3Q20</td>
<td>26%</td>
<td>42%</td>
</tr>
<tr>
<td>4Q20</td>
<td>36%</td>
<td>44%</td>
</tr>
<tr>
<td>1Q21</td>
<td>42%</td>
<td>46%</td>
</tr>
<tr>
<td>2Q21</td>
<td>46%</td>
<td>44%</td>
</tr>
<tr>
<td>3Q21</td>
<td>22%</td>
<td>24%</td>
</tr>
<tr>
<td>4Q21</td>
<td>25%</td>
<td>24%</td>
</tr>
</tbody>
</table>

**All Other - Private Assets**

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Subscription Run Rate Growth as Reported</th>
<th>Organic Subscription Run Rate Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Q16</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>1Q17</td>
<td>-8%</td>
<td>3%</td>
</tr>
<tr>
<td>2Q17</td>
<td>-10%</td>
<td>6%</td>
</tr>
<tr>
<td>3Q17</td>
<td>-3%</td>
<td>13%</td>
</tr>
<tr>
<td>4Q17</td>
<td>2%</td>
<td>14%</td>
</tr>
<tr>
<td>1Q18</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>2Q18</td>
<td>13%</td>
<td>9%</td>
</tr>
<tr>
<td>3Q18</td>
<td>4%</td>
<td>9%</td>
</tr>
<tr>
<td>4Q18</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>1Q19</td>
<td>4%</td>
<td>11%</td>
</tr>
<tr>
<td>2Q19</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>3Q19</td>
<td>7%</td>
<td>12%</td>
</tr>
<tr>
<td>4Q19</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>1Q20</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td>2Q20</td>
<td>7%</td>
<td>10%</td>
</tr>
<tr>
<td>3Q20</td>
<td>7%</td>
<td>11%</td>
</tr>
<tr>
<td>4Q20</td>
<td>8%</td>
<td>15%</td>
</tr>
<tr>
<td>1Q21</td>
<td>8%</td>
<td>15%</td>
</tr>
<tr>
<td>2Q21</td>
<td>8%</td>
<td>15%</td>
</tr>
<tr>
<td>3Q21</td>
<td>8%</td>
<td>15%</td>
</tr>
<tr>
<td>4Q21</td>
<td>8%</td>
<td>15%</td>
</tr>
</tbody>
</table>
Continued cash inflows in market cap weighted and ESG & Climate products and across all regions

By Geographic Exposure

Cash inflows / (outflows): $58.5

3Q21 Ending AUM: $1,336.6

U.S.: $18.3

Developed Markets ex U.S.: $23.0

Emerging Markets: $17.2

Market Change: $40.4

4Q21 Ending AUM: $1,451.6

By Product

Cash inflows / (outflows): $58.5

3Q21 Ending AUM: $1,336.6

Market Cap Weighted: $24.8

Factors: $0.0

ESG & Climate: $33.7

Market Change: $13.5

4Q21 Ending AUM: $1,451.6
Index Segment: Asset-Based Fees Details

(US$ in millions, except AUM in billions and Average BPS)

Asset-based Fees (ABF) Revenue

<table>
<thead>
<tr>
<th>Futures &amp; Options</th>
<th>ETF</th>
<th>Non-ETF</th>
</tr>
</thead>
<tbody>
<tr>
<td>$13.6</td>
<td>$43.8</td>
<td>$67.3</td>
</tr>
<tr>
<td>$30.7</td>
<td>$92.1</td>
<td>$13.2</td>
</tr>
<tr>
<td>$149.4</td>
<td>$111.1</td>
<td>$13.6</td>
</tr>
</tbody>
</table>

Quarterly Average AUM and Period-End Basis Point Fee\(^1\) of ETFs linked to MSCI Equity Indexes

<table>
<thead>
<tr>
<th>Period-End Basis Point Fee(^1)</th>
<th>Average AUM</th>
<th>YoY</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Q20</td>
<td>2.67</td>
<td>+33%</td>
</tr>
<tr>
<td>1Q21</td>
<td>2.61</td>
<td>+3%</td>
</tr>
<tr>
<td>2Q21</td>
<td>2.58</td>
<td>+43%</td>
</tr>
<tr>
<td>3Q21</td>
<td>2.57</td>
<td>+37%</td>
</tr>
<tr>
<td>4Q21</td>
<td>2.54</td>
<td>+34%</td>
</tr>
</tbody>
</table>

Quarter-End AUM by Market Exposure\(^2\) of ETFs linked to MSCI Equity Indexes

<table>
<thead>
<tr>
<th>Market Exposure</th>
<th>4Q20</th>
<th>4Q21</th>
<th>YoY</th>
</tr>
</thead>
<tbody>
<tr>
<td>US</td>
<td>$1,104</td>
<td>$1,452</td>
<td>+48%</td>
</tr>
<tr>
<td>EM</td>
<td>$301</td>
<td>$374</td>
<td>+14%</td>
</tr>
<tr>
<td>DM ex US</td>
<td>$475</td>
<td>$633</td>
<td>+33%</td>
</tr>
</tbody>
</table>

1Based on period-end Run Rate for ETFs linked to MSCI equity indexes using period-end AUM. Please refer to Table 7: AUM in ETFs Linked to MSCI equity Indexes (unaudited) of the press release reporting MSCI’s financial results for fourth quarter 2021.

2US = ETFs linked to MSCI equity indexes, the majority of whose weight is comprised of securities in MSCI Developed Market (DM) countries, primarily or exclusively in the US; DM ex US = ETFs linked to MSCI equity indexes, the majority of whose weight is comprised of securities that are not in MSCI DM countries. Prior periods have been reclassified to conform to the current period classification. Note: The AUM in equity ETFs also includes AUM in Exchange Traded Notes, the value of which is less than 1.0% of the AUM amounts presented.
Listed Futures & Options Linked to MSCI Indexes

Run Rate From Listed Futures & Options Linked to MSCI Indexes

(US$ in millions)

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Run Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Q20</td>
<td>$52.3</td>
</tr>
<tr>
<td>1Q21</td>
<td>$55.0</td>
</tr>
<tr>
<td>2Q21</td>
<td>$49.1</td>
</tr>
<tr>
<td>3Q21</td>
<td>$52.2</td>
</tr>
<tr>
<td>4Q21</td>
<td>$54.2</td>
</tr>
</tbody>
</table>

Futures & Options Volume Linked to MSCI Indexes

(in millions of contracts traded)

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>4Q20</td>
<td>23.7</td>
</tr>
<tr>
<td>1Q21</td>
<td>24.9</td>
</tr>
<tr>
<td>2Q21</td>
<td>21.5</td>
</tr>
<tr>
<td>3Q21</td>
<td>23.2</td>
</tr>
<tr>
<td>4Q21</td>
<td>24.5</td>
</tr>
</tbody>
</table>
MSCI has presented supplemental non-GAAP financial measures as part of this presentation. Reconciliations are provided in the following slides that reconcile each non-GAAP financial measure with the most comparable GAAP measure. The non-GAAP financial measures presented in this presentation should not be considered as alternative measures for the most directly comparable GAAP financial measures. The non-GAAP financial measures presented in this presentation are used by management to monitor the financial performance of the business, inform business decision-making and forecast future results.

- “Adjusted EBITDA” is defined as net income before (1) provision for income taxes, (2) other expense (income), net, (3) depreciation and amortization of property, equipment and leasehold improvements, (4) amortization of intangible assets and, at times, (5) certain other transactions or adjustments, including impairment related to sublease of leased property and certain non recurring acquisition related integration and transaction costs.

- “Adjusted EBITDA expenses” is defined as operating expenses less depreciation and amortization of property, equipment and leasehold improvements and amortization of intangible assets and, at times, certain other transactions or adjustments, including impairment related to sublease of leased property and certain non-recurring acquisition-related integration and transaction costs.

- “Adjusted net income” and “adjusted EPS” are defined as net income and diluted EPS, respectively, before the after-tax impact of: the amortization of acquired intangible assets, including the amortization of the basis difference between the cost of the equity method investment and MSCI’s share of the net assets of the investee at historical carrying value, the impact related to costs associated with debt extinguishment, the impact related to certain non-recurring acquisition-related integration and transaction costs, the impact from impairment related to sublease of leased property, the impact related to gain from changes in ownership interest of equity method investee, and, at times, certain other transactions or adjustments. We also exclude the tax impact of adjustments for the Tax Cuts and Jobs Act that was enacted on December 22, 2017 (“Tax Reform”), except for certain amounts associated with active tax planning implemented as a result of Tax Reform.

- “Adjusted tax rate” is defined as the effective tax rate excluding the impact of Tax Reform adjustments (except for certain amounts associated with active tax planning implemented as a result of Tax Reform).

- “Capex” is defined as capital expenditures plus capitalized software development costs.

- “Free cash flow” is defined as net cash provided by operating activities, less Capex.

- “Organic operating revenue growth” is defined as operating revenue growth compared to the prior year period excluding the impact of acquired businesses, divested businesses and foreign currency exchange rate fluctuations.

- Asset-based fees ex-FX does not adjust for the impact from foreign currency exchange rate fluctuations on the underlying AUM.

- We believe adjusted EBITDA and adjusted EBITDA expenses are meaningful measures of the operating performance of MSCI because they adjust for significant one-time, unusual or non-recurring items as well as eliminate the accounting effects of certain capital spending and acquisitions that do not directly affect what management considers to be our ongoing operating performance in the period.

- We believe adjusted net income and adjusted EPS are meaningful measures of the performance of MSCI because they adjust for the after-tax impact of significant one-time, unusual or non-recurring items as well as eliminate the impact of any transactions that do not directly affect what management considers to be our ongoing operating performance in the period. We also exclude the after-tax impact of the amortization of acquired intangible assets and amortization of the basis difference between the cost of the equity method investment and MSCI’s share of the net assets of the investee at historical carrying value, as these non-cash amounts are significantly impacted by the timing and size of each acquisition and therefore not meaningful to the ongoing operating performance in the period.

- We believe that adjusted tax rate is useful to investors because it increases the comparability of period-to-period results by adjusting for the estimated net impact of Tax Reform.

- We believe that free cash flow is useful to investors because it relates the operating cash flow of MSCI to the capital that is spent to continue and improve business operations, such as investment in MSCI’s existing products. Further, free cash flow indicates our ability to strengthen MSCI’s balance sheet, repay our debt obligations, pay cash dividends and repurchase shares of our common stock.

- We believe organic operating revenue growth is a meaningful measure of the operating performance of MSCI because it adjusts for the impact of foreign currency exchange rate fluctuations and excludes the impact of operating revenues attributable to acquired and divested businesses for the comparable prior year period, providing insight into our ongoing operating performance for the period(s) presented.

- We believe that the non-GAAP financial measures presented in this presentation facilitate meaningful period-to-period comparisons and provide a baseline for the evaluation of future results.

- Adjusted EBITDA expenses, adjusted EBITDA, adjusted net income, adjusted EPS, adjusted tax rate, Capex, free cash flow and organic operating revenue growth are not defined in the same manner by all companies and may not be comparable to similarly-titled non-GAAP financial measures of other companies. These measures can differ significantly from company to company depending on, among other things, long-term strategic decisions regarding capital structure, the tax jurisdictions in which companies operate and capital investments. Accordingly, the Company’s computation of these measures may not be comparable to similarly-titled measures computed by other companies.
Use of Operating Metrics

- MSCI has presented supplemental key operating metrics as part of this presentation, including Retention Rate, Run Rate, subscription sales, subscription cancellations and non-recurring sales.
- Retention Rate is an important metric because subscription cancellations decrease our Run Rate and ultimately our operating revenues over time. The annual Retention Rate represents the retained subscription Run Rate (subscription Run Rate at the beginning of the fiscal year less actual cancels during the year) as a percentage of the subscription Run Rate at the beginning of the fiscal year. The Retention Rate for a non-annual period is calculated by annualizing the cancellations for which we have received a notice of termination or for which we believe there is an intention not to renew or discontinue the subscription during the non-annual period, and we believe that such notice or intention evidences the client's final decision to terminate or not renew the applicable agreement, even though such notice is not effective until a later date. This annualized cancellation figure is then divided by the subscription Run Rate at the beginning of the fiscal year to calculate a cancellation rate. This cancellation rate is then subtracted from 100% to derive the annualized Retention Rate for the period. Retention Rate is computed by operating segment on a product/service-by-product/service basis. In general, if a client reduces the number of products or services to which it subscribes within a segment, or switches between products or services within a segment, we treat it as a cancellation for purposes of calculating our Retention Rate except in the case of a product or service switch that management considers to be a replacement product or service. In those replacement cases, only the net change to the client subscription, if a decrease, is reported as a cancel. In the Analytics and the ESG and Climate operating segments, substantially all product or service switches are treated as replacement products or services and netted in this manner, while in our Index and Real Estate operating segments, product or service switches that are treated as replacement products or services and receive netting treatment occur only in certain limited instances. In addition, we treat any reduction in fees resulting from a down-sale of the same product or service as a cancellation to the extent of the reduction. We do not calculate Retention Rate for that portion of our Run Rate attributable to assets in index-linked investment products or futures and options contracts, in each case, linked to our indexes.
- Run Rate estimates at a particular point in time the annualized value of the recurring revenues under our client license agreements ("Client Contracts") for the next 12 months, assuming all Client Contracts that come up for renewal, or reach the end of the committed subscription period, are renewed and assuming then-current currency exchange rates, subject to the adjustments and exclusions described below. For any Client Contract where fees are linked to an investment product's assets or trading volume/fees, the Run Rate calculation reflects, for ETFs, the market value on the last trading day of the period, for futures and options, the most recent quarterly volumes and/or reported exchange fees, and for other non-ETF products, the most recent client-reported assets. Run Rate does not include fees associated with "one-time" and other non-recurring transactions. In addition, we add to Run Rate the annualized fee value of recurring new sales, whether to existing or new clients, when we execute Client Contracts, even though the license start date, and associated revenue recognition, may not be effective until a later date. We remove from Run Rate the annualized fee value associated with products or services under any Client Contract with respect to which we have received a notice of termination, non-renewal or an indication the client does not intend to continue their subscription during the period and have determined that such notice evidences the client's final decision to terminate or not renew the applicable products or services, even though such notice is not effective until a later date.
- "Organic subscription Run Rate growth" is defined as the period over period Run Rate growth, excluding the impact of changes in foreign currency and the first year impact of any acquisitions, including the acquisition of RCA completed on September 13, 2021. It is also adjusted for divestitures. Changes in foreign currency are calculated by applying the currency exchange rate from the comparable prior period to current period foreign currency denominated Run Rate.
- Sales represents the annualized value of products and services clients commit to purchase from MSCI and will result in additional operating revenues. Non-recurring sales represent the actual value of the customer agreements entered into during the period and are not a component of Run Rate. New recurring subscription sales represent additional selling activities, such as new customer agreements, additions to existing agreements or increases in price that occurred during the period and are additions to Run Rate. Subscription cancellations reflect client activities during the period, such as discontinuing products and services and/or reductions in price, resulting in reductions to Run Rate. Net new recurring subscription sales represent the amount of new recurring subscription sales net of subscription cancellations during the period, which reflects the net impact to Run Rate during the period.
- Total gross sales represent the sum of new recurring subscription sales and non-recurring sales. Total net sales represent the total gross sales net of the impact from subscription cancellations.
## Reconciliation of Adjusted EBITDA to Net Income (Unaudited)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year Ended</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated adjusted EBITDA</td>
<td>1,196,790</td>
<td>971,510</td>
<td>850,499</td>
<td>772,433</td>
<td>659,757</td>
<td>569,457</td>
</tr>
<tr>
<td>Amortization of intangible assets</td>
<td>80,592</td>
<td>56,941</td>
<td>49,410</td>
<td>54,189</td>
<td>44,547</td>
<td>47,033</td>
</tr>
<tr>
<td>Depreciation and amortization of property, equipment and leasehold improvements</td>
<td>28,901</td>
<td>29,805</td>
<td>29,999</td>
<td>31,346</td>
<td>35,440</td>
<td>34,320</td>
</tr>
<tr>
<td>Impairment related to sublease of leased property</td>
<td>7,702</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Acquisition-related integration and transaction costs(1)</td>
<td>6,870</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multi-Year PSU payroll tax expense</td>
<td>-</td>
<td></td>
<td>15,389</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Operating income</strong></td>
<td>1,072,725</td>
<td>884,764</td>
<td>755,701</td>
<td>686,898</td>
<td>579,770</td>
<td>488,104</td>
</tr>
<tr>
<td>Other expense (income), net</td>
<td>214,589</td>
<td>198,539</td>
<td>152,383</td>
<td>57,002</td>
<td>112,871</td>
<td>102,166</td>
</tr>
<tr>
<td>Provision for income taxes</td>
<td>132,153</td>
<td>84,403</td>
<td>39,670</td>
<td>122,011</td>
<td>162,927</td>
<td>125,083</td>
</tr>
<tr>
<td><strong>Net income</strong></td>
<td><strong>$ 725,983</strong></td>
<td><strong>$ 601,822</strong></td>
<td><strong>$ 563,648</strong></td>
<td><strong>$ 507,885</strong></td>
<td><strong>$ 303,972</strong></td>
<td><strong>$ 260,855</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Dec. 31, 2021</th>
<th>Dec. 31, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Three Months Ended</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>In thousands</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consolidated adjusted EBITDA</td>
<td>318,660</td>
<td>256,136</td>
</tr>
<tr>
<td>Amortization of intangible assets</td>
<td>21,023</td>
<td>14,770</td>
</tr>
<tr>
<td>Depreciation and amortization of property, equipment and leasehold improvements</td>
<td>7,929</td>
<td>7,281</td>
</tr>
<tr>
<td>Impairment related to sublease of leased property</td>
<td>7,702</td>
<td></td>
</tr>
<tr>
<td>Acquisition-related integration and transaction costs(1)</td>
<td>1,419</td>
<td></td>
</tr>
<tr>
<td><strong>Operating income</strong></td>
<td>280,587</td>
<td>234,085</td>
</tr>
<tr>
<td>Other expense (income), net</td>
<td>34,824</td>
<td>38,919</td>
</tr>
<tr>
<td>Provision for income taxes</td>
<td>51,898</td>
<td>38,950</td>
</tr>
<tr>
<td><strong>Net income</strong></td>
<td><strong>$ 193,865</strong></td>
<td><strong>$ 156,216</strong></td>
</tr>
</tbody>
</table>
### Reconciliation of Adjusted EBITDA to Net Income (cont'd) (Unaudited)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Index adjusted EBITDA</td>
<td>$252,378</td>
<td>$204,930</td>
<td>$951,312</td>
<td>$766,493</td>
</tr>
<tr>
<td>Analytics adjusted EBITDA</td>
<td>52,963</td>
<td>45,384</td>
<td>198,799</td>
<td>172,924</td>
</tr>
<tr>
<td>ESG and Climate adjusted EBITDA</td>
<td>9,163</td>
<td>6,068</td>
<td>29,748</td>
<td>22,851</td>
</tr>
<tr>
<td>All Other - Private Assets adjusted EBITDA</td>
<td>4,156</td>
<td>(246)</td>
<td>16,931</td>
<td>9,242</td>
</tr>
<tr>
<td><strong>Consolidated adjusted EBITDA</strong></td>
<td><strong>318,660</strong></td>
<td><strong>256,136</strong></td>
<td><strong>1,196,790</strong></td>
<td><strong>971,510</strong></td>
</tr>
<tr>
<td>Amortization of intangible assets</td>
<td>21,023</td>
<td>14,770</td>
<td>80,592</td>
<td>56,941</td>
</tr>
<tr>
<td>Depreciation and amortization of property, equipment and leasehold improvements</td>
<td>7,929</td>
<td>7,281</td>
<td>28,901</td>
<td>29,805</td>
</tr>
<tr>
<td>Impairment related to sublease of leased property</td>
<td>7,702</td>
<td>—</td>
<td>7,702</td>
<td>—</td>
</tr>
<tr>
<td>Acquisition-related integration and transaction costs(1)</td>
<td>1,419</td>
<td>—</td>
<td>6,870</td>
<td>—</td>
</tr>
<tr>
<td><strong>Operating income</strong></td>
<td><strong>280,587</strong></td>
<td><strong>234,085</strong></td>
<td><strong>1,072,725</strong></td>
<td><strong>884,764</strong></td>
</tr>
<tr>
<td>Other expense (income), net</td>
<td>34,824</td>
<td>38,919</td>
<td>214,589</td>
<td>198,539</td>
</tr>
<tr>
<td>Provision for income taxes</td>
<td>51,898</td>
<td>38,950</td>
<td>132,153</td>
<td>84,403</td>
</tr>
<tr>
<td><strong>Net income</strong></td>
<td><strong>$193,865</strong></td>
<td><strong>$156,216</strong></td>
<td><strong>$725,983</strong></td>
<td><strong>$601,822</strong></td>
</tr>
</tbody>
</table>

(1)Incremental and non-recurring costs attributable to acquisitions directly related to the execution of the transaction and integration of the acquired business that have occurred no later than 12 months after the close of the transaction.
Reconciliation of Adjusted EBITDA Expenses to Operating Expenses (Unaudited)

<table>
<thead>
<tr>
<th></th>
<th>Three Months Ended</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Index adjusted EBITDA expenses</td>
<td>$79,429</td>
<td>$63,710</td>
</tr>
<tr>
<td>Analytics adjusted EBITDA expenses</td>
<td>$85,119</td>
<td>$87,016</td>
</tr>
<tr>
<td>ESG and Climate adjusted EBITDA expenses</td>
<td>$39,280</td>
<td>$25,210</td>
</tr>
<tr>
<td>All Other - Private Assets adjusted EBITDA expenses</td>
<td>$27,354</td>
<td>$11,589</td>
</tr>
<tr>
<td><strong>Consolidated adjusted EBITDA expenses</strong></td>
<td><strong>231,182</strong></td>
<td><strong>187,525</strong></td>
</tr>
<tr>
<td>Amortization of intangible assets</td>
<td>$21,023</td>
<td>$14,770</td>
</tr>
<tr>
<td>Depreciation and amortization of property, equipment and leasehold improvements</td>
<td>$7,929</td>
<td>$7,281</td>
</tr>
<tr>
<td>Impairment related to sublease of leased property</td>
<td>$7,702</td>
<td>$7,702</td>
</tr>
<tr>
<td>Acquisition-related integration and transaction costs(2)</td>
<td>$1,419</td>
<td>$—</td>
</tr>
<tr>
<td><strong>Total operating expenses</strong></td>
<td><strong>$269,255</strong></td>
<td><strong>$209,576</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Full-Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outlook(1)</td>
<td>$975,000 - $1,005,000</td>
</tr>
</tbody>
</table>

1. We have not provided a line-item reconciliation for adjusted EBITDA expenses to total operating expenses for this future period because we do not provide guidance on the individual reconciling items between total operating expenses and adjusted EBITDA expenses.

2. Incremental and non-recurring costs attributable to acquisitions directly related to the execution of the transaction and integration of the acquired business that have occurred no later than 12 months after the close of the transaction.
Reconciliation of Net Income and Diluted EPS to Adjusted Net Income and Adjusted EPS (Unaudited)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>$ 725,983</td>
<td>$ 601,822</td>
<td>$ 563,648</td>
<td>$ 507,885</td>
<td>$ 303,972</td>
<td>$ 260,855</td>
</tr>
<tr>
<td>Plus: Amortization of acquired intangible assets and equity method investment basis difference</td>
<td>47,001</td>
<td>37,413</td>
<td>34,773</td>
<td>43,981</td>
<td>39,157</td>
<td>47,033</td>
</tr>
<tr>
<td>Plus: Multi-Year PSU payroll tax expense</td>
<td>–</td>
<td>–</td>
<td>15,389</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Discrete excess tax benefit related to Multi-Year PSU vesting</td>
<td>–</td>
<td>–</td>
<td>(66,581)</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Debt extinguishment costs associated with the 2024, 2025, 2026 and 2027 Senior Notes Redemptions</td>
<td>59,104</td>
<td>44,930</td>
<td>16,794</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Write-off of internally developed capitalized software</td>
<td>16,013</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Impairment related to sublease of leased property(1)</td>
<td>8,702</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Acquisition-related integration and transaction costs(2)(3)</td>
<td>7,041</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain from changes in ownership interest of equity method investee</td>
<td>(6,972)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain on sale of Alacra (not tax effected)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(771)</td>
</tr>
<tr>
<td>Less: Gain on sale of FEA (not tax effected)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain on sale of InvestorForce</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Valuation Allowance released related to InvestorForce disposition</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Tax Reform adjustments</td>
<td>(26,462)</td>
<td>(16,490)</td>
<td>(13,226)</td>
<td>1,678</td>
<td>(10,772)</td>
<td>(15,243)</td>
</tr>
<tr>
<td>Less: Income tax effect</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Adjusted net income</td>
<td>$ 830,410</td>
<td>$ 661,419</td>
<td>$ 550,797</td>
<td>$ 480,273</td>
<td>$ 366,086</td>
<td>$ 292,645</td>
</tr>
<tr>
<td>Diluted EPS</td>
<td>$ 8.70</td>
<td>$ 7.12</td>
<td>$ 6.59</td>
<td>$ 5.66</td>
<td>$ 3.31</td>
<td>$ 2.70</td>
</tr>
<tr>
<td>Plus: Amortization of acquired intangible assets and equity method investment basis difference</td>
<td>0.56</td>
<td>0.44</td>
<td>0.41</td>
<td>0.49</td>
<td>0.43</td>
<td>0.49</td>
</tr>
<tr>
<td>Plus: Multi-Year PSU payroll tax expense</td>
<td>–</td>
<td>–</td>
<td>0.18</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Discrete excess tax benefit related to Multi-Year PSU vesting</td>
<td>–</td>
<td>–</td>
<td>(0.78)</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Debt extinguishment costs associated with the 2024, 2025, 2026 and 2027 Senior Notes Redemptions</td>
<td>0.71</td>
<td>0.53</td>
<td>0.20</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Write-off of internally developed capitalized software</td>
<td>0.19</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Impairment related to sublease of leased property(1)</td>
<td>0.10</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Acquisition-related integration and transaction costs(2)(3)</td>
<td>0.08</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain from changes in ownership interest of equity method investee</td>
<td>(0.08)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain on sale of Alacra (not tax effected)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(0.01)</td>
</tr>
<tr>
<td>Less: Gain on sale of FEA (not tax effected)</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Less: Gain on sale of InvestorForce</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>(0.52)</td>
</tr>
<tr>
<td>Less: Valuation Allowance released related to InvestorForce disposition</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Plus: Tax Reform adjustments</td>
<td>–</td>
<td>(0.07)</td>
<td>–</td>
<td>(0.09)</td>
<td>0.38</td>
<td>–</td>
</tr>
<tr>
<td>Less: Income tax effect</td>
<td>(0.31)</td>
<td>(0.19)</td>
<td>(0.16)</td>
<td>0.02</td>
<td>(0.13)</td>
<td>(0.16)</td>
</tr>
<tr>
<td>Adjusted EPS</td>
<td>$ 9.95</td>
<td>$ 7.83</td>
<td>$ 6.44</td>
<td>$ 5.35</td>
<td>$ 3.98</td>
<td>$ 3.03</td>
</tr>
</tbody>
</table>
Reconciliation of Net Income and Diluted EPS to Adjusted Net Income and Adjusted EPS (cont’d) (Unaudited)

<table>
<thead>
<tr>
<th>In thousands, except per share data</th>
<th>Three Months Ended</th>
<th>Year Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>$193,865</td>
<td>$156,216</td>
</tr>
<tr>
<td>Plus: Amortization of acquired intangible assets and equity method investment basis difference</td>
<td>17,086</td>
<td>9,528</td>
</tr>
<tr>
<td>Plus: Debt extinguishment costs associated with the 2024, 2025, 2026 and 2027 Senior Notes Redemptions</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Write-off of internally developed capitalized software</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Impairment related to sublease of leased property(1)</td>
<td>8,702</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Acquisition-related integration and transaction costs(2)(3)</td>
<td>1,590</td>
<td>—</td>
</tr>
<tr>
<td>Less: Gain from changes in ownership interest of equity method investee</td>
<td>(6,972)</td>
<td>—</td>
</tr>
<tr>
<td>Less: Tax Reform adjustments</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Less: Income tax effect</td>
<td>(4,497)</td>
<td>(2,007)</td>
</tr>
<tr>
<td>Adjusted net income</td>
<td>$209,774</td>
<td>$163,737</td>
</tr>
<tr>
<td>Diluted EPS</td>
<td>$2.32</td>
<td>$1.87</td>
</tr>
<tr>
<td>Plus: Amortization of acquired intangible assets and equity method investment basis difference</td>
<td>0.20</td>
<td>0.11</td>
</tr>
<tr>
<td>Plus: Debt extinguishment costs associated with the 2024, 2025, 2026 and 2027 Senior Notes Redemptions</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Write-off of internally developed capitalized software</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Impairment related to sublease of leased property(1)</td>
<td>0.10</td>
<td>—</td>
</tr>
<tr>
<td>Plus: Acquisition-related integration and transaction costs(2)(3)</td>
<td>0.02</td>
<td>—</td>
</tr>
<tr>
<td>Less: Gain from changes in ownership interest of equity method investee</td>
<td>(0.08)</td>
<td>—</td>
</tr>
<tr>
<td>Less: Tax Reform adjustments</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Less: Income tax effect</td>
<td>(0.05)</td>
<td>(0.02)</td>
</tr>
<tr>
<td>Adjusted EPS</td>
<td>$2.51</td>
<td>$1.96</td>
</tr>
</tbody>
</table>
Reconciliation of Net Cash Provided by Operating Activities to Free Cash Flow (Unaudited)

<table>
<thead>
<tr>
<th>In thousands</th>
<th>Year Ended</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Net cash provided by operating activities</td>
<td>$936,069</td>
<td>$811,109</td>
<td>$709,523</td>
<td>$612,762</td>
<td>$404,158</td>
<td>$442,363</td>
</tr>
<tr>
<td>Capital expenditures</td>
<td>(13,509)</td>
<td>(21,826)</td>
<td>(29,116)</td>
<td>(30,257)</td>
<td>(33,177)</td>
<td>(32,284)</td>
</tr>
<tr>
<td>Capitalized software development costs</td>
<td>(39,285)</td>
<td>(29,149)</td>
<td>(24,654)</td>
<td>(18,704)</td>
<td>(15,640)</td>
<td>(10,344)</td>
</tr>
<tr>
<td>Capex</td>
<td>(52,794)</td>
<td>(50,975)</td>
<td>(53,770)</td>
<td>(48,961)</td>
<td>(48,817)</td>
<td>(42,628)</td>
</tr>
<tr>
<td>Free cash flow</td>
<td>$883,275</td>
<td>$760,134</td>
<td>$655,753</td>
<td>$563,801</td>
<td>$355,341</td>
<td>$399,735</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>In thousands</th>
<th>Three Months Ended</th>
<th></th>
<th></th>
<th>Full-Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dec. 31, 2021</td>
<td>Dec. 31, 2020</td>
<td>Outlook(1)</td>
<td></td>
</tr>
<tr>
<td>Net cash provided by operating activities</td>
<td>$279,664</td>
<td>$235,928</td>
<td>$1,120,000 - $1,160,000</td>
<td></td>
</tr>
<tr>
<td>Capital expenditures</td>
<td>(6,390)</td>
<td>(9,674)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capitalized software development costs</td>
<td>(10,207)</td>
<td>(7,218)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capex</td>
<td>(16,597)</td>
<td>(16,892)</td>
<td>($70,000 - $60,000)</td>
<td></td>
</tr>
<tr>
<td>Free cash flow</td>
<td>$263,067</td>
<td>$219,036</td>
<td>$1,050,000 - $1,100,000</td>
<td></td>
</tr>
</tbody>
</table>

(1) We have not provided a line-item reconciliation for free cash flow to net cash from operating activities for this future period because we do not provide guidance on the individual reconciling items between net cash from operating activities and free cash flow.