

Morningstar, Inc. Workforce Demographics (as of 12/31/19)

	Gender (Global)		Gender (U.S.)		Ethnicity (U.S.)						
	Female	Male	Female	Male	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	Native American or Alaskan Native	Two or More Races	White
Senior Leaders	23.8%	76.2%	29.3%	70.7%	0.0%	1.0%	10.8%	0.0%	1.0%	0.0%	87.3%
First/Mid Managers	33.0%	67.0%	34.1%	65.9%	2.2%	3.0%	20.5%	0.3%	0.0%	1.6%	72.5%
Non-Managers	39.6%	60.4%	38.8%	61.2%	2.8%	3.7%	21.9%	0.1%	0.1%	2.3%	69.3%
Morningstar	38.5%	61.5%	37.6%	62.4%	2.5%	3.4%	21.2%	0.1%	0.1%	2.1%	70.5%

Morningstar, Inc. Workforce Demographics (as of 12/31/18)

	Gender (Global)		Gender (U.S.)		Ethnicity (U.S.)						
	Female	Male	Female	Male	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	Native American or Alaskan Native	Two or More Races	White
Senior Leaders	21.3%	78.7%	25.0%	75.0%	0.0%	0.0%	10.1%	0.0%	0.0%	1.0%	88.9%
First/Mid Managers	33.6%	66.4%	35.1%	64.9%	1.1%	2.8%	20.8%	0.0%	0.0%	1.1%	74.1%
Non-Managers	40.3%	59.7%	37.9%	62.1%	2.8%	3.9%	22.9%	0.1%	0.1%	2.2%	68.1%
Morningstar	38.9%	61.1%	36.8%	63.2%	2.4%	3.5%	22.0%	0.1%	0.1%	1.9%	70.1%

Morningstar, Inc. Workforce Demographics (as of 12/31/17)

	Gender (Global)		Gender (U.S.)		Ethnicity (U.S.)						
	Female	Male	Female	Male	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	Native American or Alaskan Native	Two or More Races	White
Senior Leaders	21.2%	78.8%	25.0%	75.0%	0.0%	0.0%	8.6%	0.0%	0.0%	1.0%	90.4%
First/Mid Managers	33.2%	66.8%	34.0%	66.0%	1.5%	3.6%	22.7%	0.0%	0.0%	1.0%	71.2%
Non-Managers	39.7%	60.3%	36.8%	63.2%	3.3%	2.6%	23.0%	0.1%	0.1%	1.9%	69.0%
Morningstar	38.4%	61.6%	35.8%	64.2%	2.9%	2.7%	22.3%	0.1%	0.1%	1.7%	70.3%