

MOODY'S

Moody's Proudly Supports International Day Against Homophobia, Transphobia & Biphobia

International Day Against Homophobia, Transphobia & Biphobia (IDAHOT) is an annual day to spread awareness about the discrimination, violence and related mental health impacts that LGBTQ+ individuals experience around the world. IDAHOT began in 2005 as a grassroots effort to mark the day in 1990 when the World Health Organization removed homosexuality from its list of mental disorders. IDAHOT is now celebrated every May 17 in more than 120 countries through outreach, events and other activities.

Moody's Launches Initiatives to Support Trans* Colleagues on IDAHOT

Trans* (with an asterisk) is an umbrella term that describes a person who does not identify with the gender they were assigned at birth and/or does not conform to a binary gender identity or doesn't identify with or express a binary gender identity. To recognise IDAHOT, Moody's is proud to announce a number of important initiatives in support of our trans* employees and to further efforts to build a culture of inclusion where people with diverse experiences, backgrounds and opinions drive our collective success, including:

- » Moody's has launched global Trans* Inclusive Guidelines to provide an education and raise awareness around trans* inclusion so that all employees feel empowered to become trans* allies at work. It provides in-depth information about what it means to be trans*, including information about common terms and concepts. Everyone can be an ally to trans* people, including heterosexual, lesbian, gay and bisexual individuals.
- » Moody's has launched global Gender Transition Guidelines as a resource for Moody's trans* employees, as well as others who may be involved in a supporting a workplace gender transition. It covers best practices for employees and managers and provides information about the workplace support and benefits available for transitioning employees.
- » [Canadian Securities Institute \(CSI\)](#), a part of Moody's Analytics Training & Certification business, began adding a "Non-Binary" option in all student enrollment forms this April. This means that, in every spot where there is an option to input gender, students will be able to choose between "Male," "Female," and "Non-Binary." This is done in order to accurately reflect the gender diversity in CSI's student population and audience. CSI is proud to be among the first Canadian education providers to include this option

and included the "Non-Binary" option based on customer feedback. CSI is Canada's leading provider of financial learning, credentials, and certification.

"At Moody's, we feel strongly that every employee should be able to bring their authentic selves to work without concern that they will be penalised for their sexual orientation or gender identity or expression," said CEO Ray McDaniel. "I'm proud of the important steps we are taking to ensure Moody's is an inclusive workplace for our trans* employees worldwide, and we will continue to support our LGBT colleagues on IDAHOT and every other day of the year."

Employees, including Moody's senior leaders, are also encouraged to wear something purple to work on Thursday, May 17 to visibly acknowledge IDAHOT and support their LGBTQ+ colleagues. This is an activity that occurs globally every year in recognition of IDAHOT.

More Information

Moody's believes that an inclusive and diverse workplace that draws on the experiences, background and opinions of all our people is fundamental to our success. Moody's prohibits discrimination against LGBT colleagues in all our offices globally through our Equal Employment Opportunity Policy and Moody's Code of Business Conduct.

Moody's has six chapters of its Lesbian, Gay, Bisexual, Transgender and Allies Employee Resource Group (LGBT+ ERG) worldwide, covering 22 countries in which we do business. The LGBT+ ERG advocates for a work environment that respects,

welcomes and supports lesbian, gay, bisexual and transgender professionals and enables them to perform to their fullest potential and contribute to the greater goals of the firm.

For more information about Moody's Diversity & Inclusion programs, visit [Moody's Careers website](#).

For more information about IDAHOT, visit the [official website](#).