

2020 Stakeholder Sustainability Metric Summary



	2019	2020	Comments
Climate			
Total absolute GHG emissions (mtCO₂e)			
Scope 1 ¹	1,560	684	<p>1 2019 Scope 1 and 2 emissions were updated from previously published values to reflect improvement in data quality during the digitization efforts of our inventory. The change is not material and represents less than 0.5%.</p> <p>2 2019 emissions in these Scope 3 categories were restated due to improvements in data quality and calculations.</p> <p>3 Emissions include all offices under operational control. Square footage includes Moody's managed offices and excludes shared-space offices due to data access limitations. The impact is expected to be not material, with employees in shared-space offices accounting for approximately 3% of total employees.</p>
Scope 2 market-based ¹	10,523	983	
Scope 2 location-based ¹	11,171	7,142	
Scope 3	121,817	115,942	
Purchased goods and services ²	89,963	101,600	
Capital goods ²	3,522	9,800	
Fuel and energy-related activities ²	3,677	181	
Business travel	15,388	2,100	
Employee commuting	8,785	2,200	
Waste generated in operations	482	61	
Total Scope 1, Scope 2 market-based, Scope 3	133,900	117,609	
GHG intensity (Scope 1 and Scope 2 mtCO ₂ e/sq ft) ³	0.01	0.001	
Energy consumption			
Total energy (MWh)	38,134	25,201	
Energy intensity ratio per sq ft (kWh/sq ft) ³	17	12	
<i>Scope 1 – direct</i>			
Natural gas (MWh)	3,990	1,702	
Other direct (diesel, liquefied petroleum gas) (MWh)	854	324	
<i>Scope 2 – indirect</i>			
Total electricity consumption from operations (MWh)	27,984	18,731	
Renewable electricity use	11%	100%	
Other indirect (purchased steam and cooling) (MWh)	5,306	4,444	
Decarbonization plan indicators		2020	Target
Reduction of Scope 1 and Scope 2 from 2019 base year		86%	50% (by 2030)
Reduction of Scope 3 fuel and energy-related activities, business travel and employee commuting from 2019 base year		84%	15% (by 2025)
Supplier spend covered by science-based targets		26%	60% (by 2025)
Renewable electricity use (property portfolio)		100%	100%
Carbon neutrality of residual emissions from operations, employee commuting and business travel since year 2000		100%	100%



	2018	2019	2020	Comments
Climate				
Waste (metric tons)				
Total waste from office operations		4,102	537	Actual waste represents 52% of reported volume. The reported figure represents an extrapolation to cover the full property portfolio.
Landfill		697	118	
Recycled goods		1,775	176	
Recycled paper		1,630	243	
Responsible Sourcing				
Supplier diversity				
Diverse supplier spend	8%	10%	8%	Percent of diverse supplier spend decreased in 2020 in part due to a significant increase in software and hardware spend with larger suppliers to pivot to remote working, as well as one of our large suppliers losing its diversity status. Data includes addressable spend with suppliers that we do business with directly (Tier 1).
Women owned	0.2%	0.3%	4%	
Small businesses	1%	1%	1%	

	2018	2019	2020	Comments
Diversity, Equity and Inclusion				
Gender statistics: global workforce^{1,2}				% change in female (2019 to 2020)
Executives	26% Female, 74% Male	30% Female, 70% Male	33% Female, 67% Male	+3%
Senior managers	33% Female, 67% Male	33% Female, 67% Male	33% Female, 67% Male	+0%
Mid-level managers	32% Female, 68% Male	33% Female, 67% Male	33% Female, 67% Male	+0%
First-level managers	39% Female, 61% Male	37% Female, 63% Male	37% Female, 63% Male	+0%
Non-managers	50% Female, 50% Male	48% Female, 52% Male	48% Female, 51% Male	+0%
Total		41% Female, 58% Male, 1% Not disclosed	41% Female, 58% Male, 1% Not disclosed	+0%
Race and ethnicity statistics: United States¹				
U.S. workforce		49% White, 46% Underrepresented groups, 5% Not disclosed	49% White, 46% Underrepresented groups, 5% Not disclosed	
U.S. officers and managers ³			53% White, 43% Underrepresented groups, 4% Not disclosed	
		2020	2021	
Gender statistics: Board of Directors (as of respective annual stockholder meeting)				
		3 Female, 7 Male	3 Female, 6 Male	
Race and ethnicity statistics: Board of Directors (as of respective annual stockholder meeting)				
		8 White, 1 Underrepresented groups, 1 Not disclosed	7 White, 2 Underrepresented groups	

Moody's is an equal opportunity employer and does not make employment decisions on the basis of race, ethnicity, gender or any other protected characteristic. Moody's recognizes that many different factors – for example, business growth and related new openings, successful recruitment of diverse applicants, and turnover – will play key roles in whether or not the Company achieves its goals. Where it is within its control, the Company is focusing on each of these factors to create a robust diversity, equity and inclusion strategy that reflects its desire to be a market leader in this space.

1 The data represents employees that are integrated in our IT systems. For 2020, this coverage is approximately 85% of the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Non-employees (such as non-payroll consultants) and temporary employment workers (such as interns) are excluded from the analysis. Headcount as of December 31 of respective year.

2 Executives represent managing directors, executive directors and CEO direct reports; senior managers represent senior vice presidents and senior directors; mid-level managers represent vice presidents and directors; first-level managers represent assistant vice presidents and associate directors; non-managers represent managers, associates and analysts.

3 Officers and managers are calculated using the job categories: executives, senior managers, mid-level managers and first-level managers. The data is based on Company records and may involve estimates or assumptions.

4 Underrepresented groups include those who identified as Asian, Hispanic, Black, Native American/Alaskan Native, Hawaiian/Other Pacific Island or two or more races.

	2018	2019	2020	Comments
Human Capital				
New employee hires				
	1,368	1,771	1,421	The data represents employees that are integrated in our IT systems. For 2020, this coverage is approximately 85% of the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Non-employees (such as non-payroll consultants) and temporary employment workers (such as interns) are excluded from the analysis.
Global employee breakdown by region¹				
Americas (excluding U.S.)		633	681	<p>1 The data represents the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Headcount as of December 31 of respective year.</p> <p>2 The data represents employees that are integrated in our IT systems. For 2020, this coverage is approximately 85% of the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Non-employees (such as nonpayroll consultants) and temporary employment workers (such as interns) are excluded from the analysis. Headcount as of December 31 of respective year. The decline in the Company's voluntary turnover rates in 2020 compared to 2019 are likely due to the effects of COVID-19 on the labor market.</p>
Asia-Pacific		3,464	3,401	
EMEA		3,074	3,183	
U.S.		3,909	4,225	
Employee turnover rate²				
Voluntary turnover		12%	7%	
Involuntary turnover		3%	4%	
Collective Bargaining Agreements				
Employees covered by collective bargaining agreements		10%	10%	
Employee Engagement				
Employee engagement score		71	76	Moody's engagement score consists of an average of two questions: "How happy are you at Moody's" and "Would you recommend Moody's."
Employees participating in employee engagement surveys		87%	86%	
Training and Upskilling				
Training hours				
Absolute number of training hours		251,109	205,419	<p>The decrease in training hours in 2020 is attributed to shorter format training and data collection limitations due to the COVID-19 pandemic and the transition to 100% virtual learning, as well as changes in data methodology.</p> <p>The data represents employees that are integrated in our IT systems. For 2020, this coverage is approximately 85% of the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Non-employees (such as non-payroll consultants) and temporary employment workers (such as interns) are excluded from the analysis.</p> <p>Data includes hours captured in the Moody's Knowledge Portal and online training programs, related to topics such as compliance, professional development and diversity, equity and inclusion. In addition, leadership development hours were included for the first time in 2020.</p> <p>2 Officer-level data is calculated using the job categories: executives, senior managers, mid-level managers and first-level managers. The data is based on Company records and may involve estimates or assumptions.</p>
Average training hours per employee		24	21	
Officer ²		28	21	
Non-officer		21	21	

	2018	2019	2020	Comments
Communities				
Social investment dollars				
The Moody's Foundation grants ¹	\$4,200,000	\$3,100,000	\$3,832,400	1 Grants paid from the Foundation toward projects aligned with its strategy focus areas. 2 Payments made by MIS, MA, MSS that have been classified as charitable contributions. Payments to support volunteer events and payments to the Foundation are reported separately. 3 The data represents employees that are integrated in our IT systems. For 2020, this coverage is approximately 85% of the total Moody's full-time equivalent employees as reported in the 2020 Form 10-K. Non-employees (such as non-payroll consultants) and temporary employment workers (such as interns) are excluded from the analysis. 4 Grants paid from The Moody's Foundation toward the Matching Gifts and Dollars for Doers programs. 5 Charitable contribution payments made by MCO to volunteering vendors.
Moody's charitable contributions ²	\$1,100,000	\$908,900	\$1,791,800	
Value of volunteer hours ³	\$809,700	\$874,300	\$581,400	
Number of employee volunteer hours ³			70,200	
Employee-driven giving ⁴	\$537,000	\$532,500	\$555,300	
Dollars to support volunteer events ⁵	\$127,200	\$168,600	\$143,700	
Total social investment	\$6,773,900	\$5,584,300	\$6,904,600	
COVID-19 response				
In-kind: products and services (COVID-19) ⁶			\$21,000,000	6 Value of complimentary content, trials of MA products, new and pro-bono products or services made available to the public, as of December 31, 2020.
The Moody's Foundation programs				
<i>Empowering people with financial knowledge</i>				Measured using Mission Measurement's Impact Genome Project methodology. Data is reflective of programming that was active in the calendar year and is not reflective of all Moody's grant partners.
Invested \$		\$1.4 million	\$1.2 million	
Female beneficiaries	60%	79%	64%	
<i>Activating an environmentally sustainable future</i>				
Invested \$		\$355,000	\$352,000	
Female beneficiaries	58%	53%	68%	
<i>Helping young people reach their potential</i>				
Invested \$		\$1.2 million	\$1.1 million	
Female beneficiaries	48%	54%	66%	
<i>All programs</i>				
Invested \$		\$3 million	\$2.7 million	
Female beneficiaries	49%	54%	68%	
Low-income beneficiaries	48%	30%	84%	
Job readiness outcome in finance, technology and economics	53%	52%	96%	
Number of countries served	50	99	72	

	2020	Comments
ESG Solutions and ESG Integration		
Moody's ESG solutions		
<i>ESG research</i>		Cumulative data as of December 31, 2020.
MIS research reports related to ESG considerations	1,900+	
<i>ESG measures</i>		
ESG assessments assigned by ESG Solutions, powered by V.E	5,000+	
Controversy monitoring and alerts coverage by ESG Solutions, powered by V.E	8,000+	
<i>Sustainable finance</i>		
Second Party Opinions (SPOs) for loan and bond issuance	300+	
Sustainability ratings issued 2019 vs. 2020 calendar year	70%+	
<i>Entities assigned a climate risk score</i>		
Corporates scored	5,000	
Sovereigns scored	140+	
Real assets scored	10 million+	
Vitality index		
<i>Revenue breakdown from product lines added in the last five years (Moody's Analytics and Moody's Investors Service)</i>		New products include revenue from product expansion to new markets.
New products	2%	
Acquired products	12%	
Legacy products	86%	