



Framework Index

Our Report has been prepared in accordance with the following voluntary frameworks and initiatives: Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) Standard for Professional and Commercial Services, the Global Reporting Initiative (GRI) Standards and the World Economic Forum (WEF) International Business Council's Stakeholder Capitalism Metrics. These disclosures are meant to assist our investors, customers, business partners and other stakeholders in obtaining standardized disclosure.

Unless otherwise noted, this document covers all of Moody's Corporation (NYSE: MCO) and its subsidiaries, and all quantitative data covers the period from January 1 to December 31, 2022.

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
The organization and its reporting practices				
Organizational details	About Moody's, pg 5-16 2022 Form 10-K, pg 1	2-1		
Entities included in the organization's sustainability reporting	Like the Moody's Annual Report, much of Moody's Sustainability Report describes matters relating to Moody's Corporation and its consolidated subsidiaries, except where otherwise noted. 2022 Form 10-K, exhibit 21	2-2		
Reporting period, frequency and contact point	About this report, pg 7 2022 Form 10-K, pg 1 Methodology Note For questions regarding the information in this report, please contact Sustainability@moodys.com	2-3		
Restatements of information	Methodology Note	2-4		
External assurance	2022 TCFD Report	2-5		
Activities and workers				
Activities, value chain and other business relationships	Moody's at a glance, pg 6 Responsible sourcing, pg 30-31 Better solutions, pg 61-68 2022 Form 10-K, pg 10-12; 17-19 Supplier Code of Conduct Human Rights Statement Modern Slavery and Human Trafficking Statement	2-6		Principles of governance: setting purpose
Employees	Advancing DE&I inside Moody's: our workforce and workplace, pg 38-42 2022 Form 10-K, pg 14-18	2-7		
Workers who are not employees	During 2022, Moody's engaged non-employee workers through tis vendors to provide services on a temporary basis.	2-8		

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Governance				
Governance structure, composition and delegation of responsibility for managing impacts	Corporate governance, pg 19-20 2023 Proxy Statement, pg 4; pg 10-14; pg 18-22 Charter Documents Director and Shareholder Affiliation Policy	2-9, 2-13, 405-1		Principles of governance: governance body composition
Nominating and selecting the highest governance body	2023 Proxy Statement, pg 10-11; pg 28-34	2-10		
Chair of the highest governance body	2023 Proxy Statement, pg 12	2-11		
Role of highest governance body in overseeing the management of impacts	Our sustainability strategy, pg 8 Corporate governance, pg 19-20 Risk assessment and management, pg 23 2023 Proxy Statement, pg 8; pg 15-16; pg 18-22 Audit Committee Charter 2022 TCFD Report	2-12		Principles of governance: purpose-led management Principles of governance: setting purpose Principles of governance: ESG in capital allocation framework
Highest governance body's role in sustainability reporting	The Chief Corporate Affairs Officer and members of the Board of Directors formally review Moody's Stakeholder Sustainability report.	2-14		
Conflicts of interest	2023 Proxy Statement, pg 12-13; pg 23-24; pg 28 Code of Ethics for Chief Executive and Senior Financial Officers Director and Shareholder Affiliation Policy	2-15		
Communicating critical concerns	Business ethics and professional integrity, pg 21-22 Code of Business Conduct, pg 11-13 2022 Form 10-K, Note 21 "Contingencies," pg 118 2023 Proxy Statement, pg 16-17	2-16	SV-PS-510a.2	Principles of governance: monetary losses from unethical behavior
Collective knowledge of the highest governance body	Deepening board expertise and education, pg 20 2023 Proxy Statement, pg 11-12	2-17		
Evaluating the highest governance body's performance	2023 Proxy Statement, pg 15	2-18		
Remuneration policies and processes to determine remuneration	Embedding sustainability metrics into executive compensation, pg 20 2023 Proxy Statement, pg 24-27; pg 47-71 Compensation and Human Resources Committee Charter	2-19, 2-20		Principles of governance: remuneration
Annual total compensation ratio	2023 Proxy Statement, pg 88	2-21		People: wage level (%) People: pay gap (% , #)



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Strategy, policies and practices				
Statement on sustainable development strategy	President and CEO Message, pg 3	2-22		Principles of governance: setting purpose Principles of governance: purpose-led management
Policy commitments	Business ethics and professional integrity, pg 21-22 Risk assessment and management, pg 23 Code of Business Conduct MIS Code of Professional Conduct Supplier Code of Conduct Human Rights Statement	2-23, 2-24		
Mechanisms for seeking advice, raising concerns and remediating negative impacts	Providing reporting mechanisms, pg 21 Code of Business Conduct	2-25, 2-26		Principles of governance: protected ethics advice and reporting mechanisms
Compliance with laws and regulations	All material legal matters are disclosed in Moody's 2022 Form 10-K, Note 21 "Contingencies," pg 118	2-27	SV-PS-510a.2	
External initiatives and membership of associations	Contributing to the United Nations SDGs, pg 10 Stakeholder engagement, pg 15 Supporting our people, communities and institutions, pg 43 Community impact, pg 58 ESG research and partnerships, pg 68	2-28		
Stakeholder engagement				
Approach to stakeholder engagement	Moody's key stakeholders are entities or individuals who are involved in its business, can be directly affected by its business and/or whose actions can directly affect its business. Identifying and prioritizing our material ESG topics, pg 11 Stakeholder engagement, pg 15-16	2-29		
Collective bargaining agreements	Approximately 10% of employees are covered by a collective bargaining agreement	2-30		People: freedom of association and collective bargaining at risk (%)
Disclosure on material topics				
Process to determine material topics	Identifying and prioritizing our material ESG topics, pg 11	3-1		
List of material topics	Identifying and prioritizing our material ESG topics, pg 11	3-2		Principles of governance: material Issues impacting stakeholders



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Economic performance				
Management approach to economic performance	Better solutions, pg 61-68 2022 Form 10-K, pg 35-61	3-3		
Direct economic value generated and distributed	2022 Form 10-K, pg 67-70; 111-113	201-1		Prosperity: total tax paid Prosperity: additional tax remitted Prosperity: total tax paid by country for significant locations Prosperity: financial investment contribution Prosperity: economic contribution Prosperity: social value generated (%)
Financial implications and other risks and opportunities due to climate change	Identifying and prioritizing our material ESG topics, pg 11 Risk assessment and management, pg 23 Better solutions, pg 61-68 2022 TCFD Report 2022 Form 10-K, pg 16; 27	201-2		Principles of governance: integrating risk and opportunity into business process Planet: TCFD implementation Planet: impact of GHG emissions
Innovation	Better solutions, pg 61-68 Stakeholder Sustainability Metric Summary, pg 70-81			Prosperity: total R&D expenses (\$) Prosperity: vitality index Principles of governance: progress against strategic milestones
Professional integrity				
Management approach to ethics, integrity and anti-corruption	Business ethics and professional integrity, pg 21-22 Code of Business Conduct MIS Code of Professional Conduct Anti-Bribery and Anti-Corruption Policy Human Rights Statement Supplier Code of Conduct Modern Slavery and Human Trafficking Statement	3-3	SV-PS-510a.1	Principles of governance: anti-corruption Principles of governance: protected ethics advice and reporting mechanisms
Communication and training about anti-corruption policies and procedures	Business ethics and professional integrity, pg 21-22 Code of Business Ethics, pg 11-12	205-2	SV-PS-510a.1	Principles of governance: anti-corruption



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Public policy				
Management approach to public policy engagement	Engaging on public policy, pg 22 Political Engagement and Public Policy Statement	3-3		Principles of governance: alignment of strategy and policies to lobbying
Lobbying and political contributions	Engaging on public policy, pg 22 2021 U.S. Political Engagement Report Political Engagement and Public Policy Statement	415-1		
Human rights				
Management approach to human rights	Supporting human rights, pg 22 Responsible sourcing, pg 30-31 Human Rights Statement Code of Business Conduct, pg 15 Supplier Code of Conduct Modern Slavery and Human Trafficking Statement	3-3		People: risk for incidents of child, forced or compulsory labor People: human rights review, grievance impact and modern slavery (#, %)
Employee training on human rights policies and procedures	Business ethics and professional integrity, pg 21-22 Responsible sourcing, pg 30-31 Human Rights Statement Modern Slavery and Human Trafficking Statement	412-2		
Climate and the environment				
Management approach to energy and emissions	Climate, pg 24-27 2022 TCFD Report Decarbonization Plan Environmental Sustainability Policy	3-3		Planet: TCFD implementation Planet: impact of GHG emissions Principles of governance: progress against strategic milestones
Energy consumption and GHG emissions	Achieving our climate targets, pg 25 Stakeholder Sustainability metric summary, pg 70-81 2022 TCFD Report, pg 36-37	302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5		Planet: greenhouse gas (GHG) emissions Planet: Paris-aligned GHG emissions targets Principles of governance: progress against strategic milestones
Waste	Protecting nature and biodiversity, pg 27 Environmental Sustainability Policy	306-3, 306-4, 306-5		



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Supplier environmental assessment				
Management approach to supplier environmental standards and evaluation	Responsible sourcing, pg 30-31 Decarbonization Plan Supplier Code of Conduct	3-3		
New suppliers that were screened using environmental criteria	Responsible sourcing, pg 30-31	308-1		
Supplier social assessment				
Management approach to supplier social standards and evaluation	Responsible sourcing, pg 30-31 Supplier Code of Conduct Human Rights Statement Modern Slavery and Human Trafficking Statement	3-3		People: risk for incidents of child, forced or compulsory labor
New suppliers that were screened using social criteria	Responsible sourcing, pg 30-31	414-1		People: human rights review, grievance impact and modern slavery (#, %)
Data security and customer privacy				
Management approach to data security and customer privacy	Cybersecurity and data privacy, pg 28-29 Moody's privacy notices are publicly available online and listed under Additional Resources, pg 91	3-3	SV-PS-230a.1 SV-PS-230a.2	
Incidents related to customer data and cybersecurity breaches	There were no material incidents related to data and cybersecurity breaches across our global operations in 2022. ¹ Monitoring and assessing cybersecurity, pg 28	418-1	SV-PS-230a.3	
Diversity, equity and inclusion				
Management approach to diversity, equity and inclusion	Diversity, equity and inclusion, pg 34-43 Equal Employment Opportunity Policy Code of Business Conduct, pg 15-17 Human Rights Statement	3-3		Principles of governance: progress against strategic milestones People: discrimination and harassment incidents (#) and the total amount of monetary losses (\$)
Diversity of governance body and employees	Prioritizing strong board composition, pg 20 Advancing DE&I inside Moody's: our workforce and workplace, pg 38-42	405-1	SV-PS-330a.1 SV-PS-000.A	People: diversity and inclusion (%) Principles of governance: governance body composition Principles of governance: progress against strategic milestones
Ratio of basic salary and remuneration of women to men	Providing competitive compensation, pg 49 Our 2022 equal pay analysis is available in the 2021 Stakeholder Sustainability Report, pg 47	405-2		People: pay equality (%) Prosperity: pay gap (% , #) People: wage level (%)

¹ A material incident is defined as "affecting critical systems or information with potential or confirmed significant impact to revenue, reputation or customers."



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Talent attraction and development				
Management approach to talent attraction, education and development	Learning and development, pg 54-57	3-3		
Employee training and upskilling	Learning and development, pg 54-57 Employee learning highlights, pg 54	404-1, 404-2		People: monetized impacts of training – Increased earning capacity as a result of training intervention (% , \$) People: training provided (#, \$)
Performance review	Managing our workforce performance, pg 47	404-3		
Unfilled positions	As of December 31, 2022, approximately 230 positions had been open with offers not yet accepted for 90 days or longer.			People: number of unfilled skilled positions (#, %)
Employment				
Management approach to employment	Better lives, pg 32-60	3-3		
Benefits	Offering comprehensive benefits, pg 49-50	401-2, 401-3, 403-6		
New hires and turnover	Working to remain an employer of choice, pg 48	401-1	SV-PS-330a.2	Prosperity: absolute number and rate of employment
Health and well-being				
Management approach to employee health and well-being	Employee health and well-being, pg 51-53 Empowering our people: business resource groups, pg 36-37 Code of Business Conduct, pg 18	3-3	SV-PS-330a.3	People: health and safety (%) People: employee well-being (%)
Worker training on occupational health and safety	Upholding our code of business conduct, pg 21 Empowering our people: business resource groups, pg 36-37 Placing employee well-being at the center of how we work, pg 51-53 Code of Business Conduct, pg 18	403-5		
Work-related injuries and ill health	Protecting the health and safety of employees, pg 53	403-9, 403-10		People: health and safety (%) People: monetized impacts of work-related incidents on organization (#, \$) People: employee well-being (%)



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Local communities				
Management approach to community engagement and social impact	Community impact, pg 58-60	3-3		
Operations with local community engagement, impact assessments and development programs	Community impact, pg 58-60	413-1		Prosperity: total social investment (\$)
Operations with significant actual and potential negative impacts on local communities	<p>Since we do not have factories or large operating facilities, and our operations do not require large amounts of land or resources from the communities in which we operate, our local community impacts are limited.</p> <p>Read more on our community engagement initiatives (in our workplace and externally through our business and philanthropy) in Community impact, pg 58-60.</p>	413-2		Prosperity: significant indirect economic impacts