

# 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 Core option, 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.

Additionally, we have mapped our sustainability progress to the United Nations (UN) Sustainable Development Goals (SDGs) as indicated by icons listed beneath framework descriptions. The following key shows the icons used in this Index wherever it maps with an SDG:



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, 2021.

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Organizational profile</b>				
Organization name	Moody's Corporation (Moody's)	102-1		
Activities, brands, products, and services	<a href="#">Moody's at a glance, pg 6-7</a> <a href="#">Our commitment to sustainability, pg 10-13</a> <a href="#">Better solutions, pg 74-83</a> <a href="#">2021 Form 10-K, pg 11-14</a>	102-2		Principles of governance: setting purpose
Location of headquarters	7 World Trade Center in New York, New York, USA.	102-3		
Location of operations	<a href="#">2021 Form 10-K, exhibit 21</a>	102-4		
Ownership and legal form	Moody's is a public corporation. <a href="#">2021 Form 10-K, pg 1</a>	102-5		
Markets served and scale of the organization	<a href="#">Moody's at a glance, pg 6</a> <a href="#">2021 Form 10-K, pg 11-14; pg 16-17; pg 72-78</a>	102-6, 102-7		
Information on employees and other workers	<a href="#">Inside Moody's: our workforce and workplace, pg 45-46</a> <b>8 10</b>	102-8		
Supply chain	<a href="#">Responsible sourcing, pg 34-36</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Human Rights Statement</a> <a href="#">Modern Slavery and Human Trafficking Statement</a>	102-9		
Significant changes to the organization and its supply chain	<a href="#">About this report, pg 9</a> <a href="#">Responsible sourcing, pg 34-36</a> <a href="#">2021 Form 10-K, pg 11-14; pg 20</a> <a href="#">2022 Proxy Statement, pg 3-4; pg 36-37</a>	102-10		
Precautionary principle or approach	<a href="#">Risk management, pg 27</a> <a href="#">Climate, pg 28-33</a> <a href="#">2021 TCFD Report</a>	102-11		

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Organizational profile (continued)</b>				
External initiatives and membership of associations	Contributing to United Nations SDGs, pg 13 Stakeholder engagement, pg 18 Partnering for climate impact, pg 29 Creating opportunities for racial equity, pg 55-56 Communities, pg 70-73 Educating markets through outreach, pg 79	102-12, 102-13		
<b>Strategy</b>				
Statement from senior decision-maker	President and CEO Message, pg 3	102-14		Principles of governance: purpose-led management
Key impacts, risks and opportunities	Materiality assessment, pg 14 Corporate governance, pg 22 Risk management, pg 27 Better solutions, pg 74-83 <a href="#">2021 TCFD Report</a> <a href="#">2021 Form 10-K, pg 21-24; pg 27-37</a> <a href="#">2022 Proxy Statement, pg 14-15</a>	102-15		Principles of governance: integrating risk and opportunity into business process
<b>Ethics and integrity</b>				
Values, norms and reporting mechanisms 16	<a href="#">Moody's at a glance, pg 6-7</a> <a href="#">Ethics and integrity, pg 25-26</a> <a href="#">Code of Business Conduct</a> <a href="#">MIS Code of Professional Conduct</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Human Rights Statement</a>	102-16, 102-17	SV-PS-510a.1	Principles of governance: protected ethics advice and reporting mechanisms

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Governance</b>				
Governance structure and executive oversight <b>16</b>	Corporate governance, pg 22 <a href="#">2022 Proxy Statement, pg 6; pg 9-10; pg 14-15; pg 17-21</a> <a href="#">Charter Documents</a>	102-18, 102-19, 102-20, 102-21		
Composition and diversity of the highest governance body <b>5 16</b>	<a href="#">2022 Proxy Statement, pg 3</a> <a href="#">Director and Shareholder Affiliation Policy</a>	102-22, 405-1		Principles of governance: governance body composition
Chair of the highest governance body <b>16</b>	<a href="#">2022 Proxy Statement, pg 11</a>	102-23		
Nominating and selecting the highest governance body <b>5 16</b>	<a href="#">2022 Proxy Statement, pg 9-10; pg 27-28</a>	102-24		
Conflicts of interest <b>16</b>	<a href="#">2022 Proxy Statement, pg 12-13; pg 22-23; pg 27</a> <a href="#">Code of Ethics for Chief Executive and Senior Financial Officers</a> <a href="#">Director and Shareholder Affiliation Policy</a>	102-25		
Role and performance of highest governance body in setting purpose, managing impacts and risks <b>16</b>	Corporate governance, pg 22-24 Sustainability strategy, pg 12 Risk management, pg 27 <a href="#">2022 Proxy Statement, pg 6; pg 14-15; pg 17-21</a> <a href="#">Audit Committee Charter</a> <a href="#">2021 TCFD Report</a>	102-26, 102-29, 102-30		Principles of governance: purpose-led management Principles of governance: setting purpose
Collective knowledge of the highest governance body	Board expertise and education, pg 23 <a href="#">2022 Proxy Statement, pg 10-11</a>	102-27		
Evaluating the highest governance body's performance	<a href="#">2022 Proxy Statement, pg 14</a>	102-28		
ESG in capital allocation framework	Better solutions, pg 74-83 <a href="#">2021 TCFD Report</a>			Principles of governance: ESG in capital allocation framework

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Governance (continued)</b>				
Review of economic, environmental, and social topics	Corporate governance, pg 22-24 <a href="#">Audit Committee Charter</a>	102-31		
Highest governance body's role in sustainability reporting	The CFO formally reviews Moody's Stakeholder Sustainability Report.	102-32		
Communicating critical concerns	<a href="#">Code of Business Conduct pg 11-13</a> <a href="#">2022 Proxy Statement, pg 15-16</a>	102-33		
Nature and total number of critical concerns	All material legal matters are disclosed in Moody's <a href="#">2021 Form 10-K, Note 21 "Contingencies," pg 126</a>	102-34	SV-PS-510a.2	Principles of governance: monetary losses from unethical behavior
Remuneration policies 16	Embedding sustainability metrics into executive compensation, pg 24 <a href="#">2022 Proxy Statement, pg 22-26; 38-59</a> <a href="#">Compensation and Human Resources Committee Charter</a>	102-35, 102-36, 102-37		Principles of governance: remuneration
Annual total compensation ratio	<a href="#">2022 Proxy Statement, pg 74</a>	102-38, 102-39		People: wage level (%) People: pay gap (% , #)
<b>Stakeholder engagement</b>				
Approach to stakeholder engagement and key topics	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. <a href="#">Materiality assessment, pg 14-17</a> <a href="#">Stakeholder engagement, pg 18</a>	102-40, 102-42, 102-43, 102-44		Principles of governance: material Issues impacting stakeholders
Collective bargaining agreements	Approximately 9% of employees are covered by a collective bargaining agreement.	102-41		People: freedom of association and collective bargaining at risk (%)
<b>Reporting practice</b>				
Entities included in the consolidated financial statements	<a href="#">2021 Form 10-K, exhibit 21</a>	102-45		
Report boundaries	<a href="#">About this report, pg 9</a>	102-46		
Material topics	<a href="#">Materiality assessment, pg 14-17</a>	102-47		Principles of governance: material issues impacting stakeholders
Restatement of information	<a href="#">Methodology Note</a>	102-48		
Changes in reporting	<a href="#">Methodology Note</a> <a href="#">About this report, pg 9</a>	102-49		

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Reporting practice (continued)</b>				
Reporting period	About this report, pg 9	102-50		
Date of most recent report	Our most recent report, the <a href="#">2020 Stakeholder Sustainability Report</a> , was released in June 2021.	102-51		
Reporting cycle	Annual	102-52		
Contact point for questions regarding the report	<a href="mailto:Sustainability@moodys.com">Sustainability@moodys.com</a>	102-53		
Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.	102-54		
GRI content index	Moody's 2021 Stakeholder Sustainability report framework index, pg 97-107	102-55		
External assurance	<a href="#">2021 TCFD Report, pg 34-36</a>	102-56		
<b>Economic performance</b>				
Management approach to economic performance	<a href="#">2021 Form 10-K, pg 41-67</a> Better solutions, pg 74-83	GRI 201: 103-1, 103-2, 103-3		Prosperity: social value generated (%)
Direct economic value generated and distributed <b>8 9</b>	<a href="#">2021 Form 10-K, pg 72-75; pg 118-120</a>	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
Financial implications and other risks and opportunities due to climate change <b>13</b>	Materiality assessment, pg 14 Risk management, pg 27 Better solutions, pg 74-83 <a href="#">2021 TCFD Report</a> <a href="#">2021 Form 10-K, pg 18; pg 32</a>	201-2		Principles of governance: integrating risk and opportunity into business process Planet: TCFD implementation Planet: impact of GHG emissions
Innovation	Better solutions, pg 74-83			Prosperity: total R&D expenses (\$) Prosperity: vitality index Principles of governance: progress against strategic milestones

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Professional integrity</b>				
Management approach to ethics, integrity and anti-corruption	<a href="#">Ethics and integrity, pg 25-26</a> <a href="#">Code of Business Conduct</a> <a href="#">MIS Code of Professional Conduct</a> <a href="#">Anti-Bribery and Anti-Corruption Policy</a> <a href="#">Human Rights Statement</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Modern Slavery and Human Trafficking Statement</a>	GRI 205: 103-1, 103-2, 103-3	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 <b>16</b>	<a href="#">Ethics and integrity, pg 25</a> <a href="#">Reporting mechanisms, pg 26</a> <a href="#">Code of Business Conduct, pg 11-12</a>	205-2	SV-PS-510a.1	Principles of governance: anti-corruption
<b>Public policy</b>				
Management approach to public policy engagement	<a href="#">Public policy, pg 26</a> <a href="#">Political Engagement and Public Policy Statement</a>	GRI 415: 103-1, 103-2, 103-3		Principles of governance: alignment of strategy and policies to lobbying
Lobbying and political contributions <b>16</b>	<a href="#">Public policy, pg 26</a> <a href="#">Political Engagement and Public Policy Statement</a>	415-1		
<b>Human rights</b>				
Management approach to human rights	<a href="#">Human rights, pg 25</a> <a href="#">Responsible sourcing, pg 34-36</a> <a href="#">Human Rights Statement</a> <a href="#">Code of Business Conduct, pg 15</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Modern Slavery and Human Trafficking Statement</a>	GRI 412: 103-1, 103-2, 103-3		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 or procedures	<a href="#">Ethics and integrity, pg 25-26</a> <a href="#">Responsible sourcing, pg 34-36</a> <a href="#">Human Rights Statement</a> <a href="#">Modern Slavery and Human Trafficking Statement</a>	412-2		

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Climate and the environment</b>				
Management approach to energy and emissions	Climate, pg 28-33 <a href="#">2021 TCFD Report</a> <a href="#">Decarbonization Plan</a> <a href="#">Environmental Sustainability Policy</a>	GRI 302 and 305: 103-1, 103-2, 103-3		Planet: TCFD implementation Planet: impact of GHG emissions Principles of governance: progress against strategic milestones
Energy consumption and GHG emissions <b>3 7 8 12 13 14 15</b>	Climate metrics and targets, pg 30 2021 Stakeholder Sustainability metric summary, pg 85-86 <a href="#">2021 TCFD Report, pg 28-31</a>	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	Environment and natural resources, pg 33 <a href="#">Environmental Sustainability Policy</a>	306-3, 306-4, 306-5		
<b>Supplier environmental assessment</b>				
Management approach to supplier environmental standards and evaluation	Responsible sourcing, pg 34-36 <a href="#">Decarbonization Plan</a> <a href="#">Supplier Code of Conduct</a>	GRI 308: 103-1, 103-2, 103-3		
New suppliers that were screened using environmental criteria	Responsible sourcing, pg 34-36	308-1		
<b>Supplier social assessment</b>				
Management approach to supplier social standards and evaluation	Responsible sourcing, pg 34-36 <a href="#">Supplier Code of Conduct</a> <a href="#">Human Rights Statement</a> <a href="#">Modern Slavery and Human Trafficking Statement</a>	GRI 414: 103-1, 103-2, 103-3		People: risk for incidents of child, forced or compulsory labor
New suppliers that were screened using social criteria <b>5 8 16</b>	Responsible sourcing, pg 34-36	414-1		People: human rights review, grievance impact and modern slavery (#, %)



DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Data security and customer privacy</b>				
Management approach to data security and customer privacy	<a href="#">Cybersecurity and data privacy, pg 37-38</a> Moody's privacy notices are publicly available online and listed under Additional Resources, pg 109	GRI 418: 103-1, 103-2, 103-3	SV-PS-230a.1 SV-PS-230a.2	
Incidents related to customer data and cybersecurity breaches <b>16</b>	There were no material incidents related to data and cybersecurity breaches across our global operations in 2021. <sup>1</sup> <a href="#">Cybersecurity monitoring and assessments, pg 37</a>	418-1	SV-PS-230a.3	
<b>Diversity, equity and inclusion</b>				
Management approach to diversity, equity, and inclusion <b>5 8</b>	<a href="#">Diversity, equity and inclusion, pg 41-57</a> <a href="#">Equal Employment Opportunity Policy</a> <a href="#">Code of Business Conduct, pg 15-17</a> <a href="#">Human Rights Statement</a>	GRI 405 and 406: 103-1, 103-2, 103-3		Principles of governance: progress against strategic milestones People: discrimination and harassment incidents (#) and the total amount of monetary losses (\$)
Diversity of the governance body and employees <b>5 8</b>	<a href="#">Board demographics, pg 23</a> <a href="#">Inside Moody's: our workforce and workplace, pg 45-46</a>	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 <b>5 8 10</b>	<a href="#">Advocating for pay equity, pg 47</a> <a href="#">Equal compensation, pg 68</a>	405-2		People: pay equality (%) Prosperity: pay gap (% , #) People: wage level (%)

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

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Talent attraction and development</b>				
Management approach to talent attraction, education and development	Employee training and upskilling, pg 58-62	GRI 404: 103-1, 103-2, 103-3,		
Employee training and upskilling 4 5 8 10	Training by numbers, pg 61	404-1, 404-2		People: monetized impacts of training – Increased earning capacity as a result of training intervention (% , \$) People: training provided (#, \$)
Performance review	Performance management: Grow, Perform, Succeed, pg 62	404-3		
Unfilled positions	As of December 31, 2021, approximately 320 positions had been open with offers not accepted yet for 90 days or longer. <sup>1</sup>			People: number of unfilled skilled positions (#, %)
<b>Employment</b>				
Management approach to employment	Better lives, pg 39-73	GRI 401: 103-1, 103-2, 103-3		
Benefits 3 5 8	Benefits, pg 68-69	401-2, 401-3, 403-6		Prosperity: absolute number and rate of employment
New employees and turnover 5 8 10	Employee turnover, new hires and open positions, pg 66	401-1	SV-PS-330a.2	Prosperity: absolute number and rate of employment

DESCRIPTION	MOODY'S RESPONSE	GRI	SASB	WEF
<b>Health and well-being</b>				
Management approach to employee health and well-being <b>3 8 16</b>	Continuing our support throughout the COVID-19 pandemic, pg 8 Employee health and well-being, pg 63-69 Empowering our people: Business Resource Groups, pg 44 <a href="#">Code of Business Conduct, pg 18</a>	GRI 403: 103-1, 103-2, 103-3; 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8	SV-PS-330a.3	People: health and safety (%) People: employee well-being (%)
Worker training on occupational health and safety	Our Code of Conduct, pg 25 Empowering our people: Business Resource Groups, pg 44 Placing employee well-being at the center of how we work, pg 63-64 <a href="#">Code of Business Conduct, pg 18</a>	403-5		
Work-related injuries and ill-health <b>3 8 16</b>	Ensuring health and safety of employees, pg 67	403-9, 403-10		People: health and safety (%) People: monetized impacts of work-related incidents on organization (#, \$) People: employee well-being (%)
<b>Local communities</b>				
Management approach to community engagement and social impact	<a href="#">Communities, pg 70-73</a>	GRI 413: 103-1, 103-2, 103-3		
Operations with local community engagement, impact assessments, and development programs	<a href="#">Communities, pg 70-73</a>	413-1		Prosperity: total social investment (\$)
Operations with significant actual and potential negative impacts on local communities <b>1 2</b>	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. Read more on our community engagement initiatives (in our workplace and externally through our business and philanthropy) in <a href="#">Communities, pg 70-73</a> .	413-2		Prosperity: significant indirect economic impacts