

# Metric Summary

The following metric summary contains the data and metrics referenced in our 2021 Stakeholder Sustainability Report. In addition, our report is accompanied by a [Methodology Note](#) for the first time, which aims to increase transparency on methodologies used in our sustainability accounting to accurately measure and report our ESG progress and impacts. 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.



CLIMATE <sup>1</sup>	2019		2020		2021	
	mtCO <sub>2</sub> e	% actual data*	mtCO <sub>2</sub> e	% actual data*	mtCO <sub>2</sub> e	% actual data*
Total absolute GHG emissions						
Scope 1 GRI 305-1 WEF Planet: greenhouse gas (GHG) emissions	1,744	46%	919	75%	851	76%
Scope 2 market-based GRI 305-2 WEF Planet: greenhouse gas (GHG) emissions	13,591	77%	2,745	82%	432	86%
Scope 2 location-based GRI 305-2 WEF Planet: greenhouse gas (GHG) emissions	14,035	77%	8,767	82%	6,878	86%
Scope 3 GRI 305-3 WEF Planet: greenhouse gas (GHG) emissions	172,360	27%	112,368	26%	121,280	10%
Purchased goods and services	123,000	17%	88,700	25%	105,500	10%
Capital goods	4,700	17%	9,500	25%	5,300	10%
Fuel and energy-related activities	4,600	74%	800	87%	220	89%
Business travel <sup>2</sup>	23,100	85%	3,300	91%	1,480	93%
Employee commuting <sup>2</sup>	10,400	18%	3,100	26%	208	31%
Waste generated in operations	460	29%	68	31%	72	31%
Investments	6,100	0%	6,900	0%	8,500	0%
Total Scope 1, Scope 2 market-based, Scope 3	187,695	31%	116,032	27%	122,563	11%
GHG intensity (Scope 1 and Scope 2 mtCO <sub>2</sub> e/sq ft) <sup>3</sup> GRI 305-4	0.006	Not available	0.001	Not available	0.001	Not available
GHG intensity (Scope 1 and Scope 2 mtCO <sub>2</sub> e/\$ million of revenue) GRI 305-4	3	Not available	1	Not available	0.2	Not available

\* Figures have been updated since original publication

<sup>1</sup> Our 2019 and 2020 GHG emissions were retroactively recalculated due to improved access to vendor spend data and M&A activity. Consequently, our science-based targets for reducing our GHG emissions were re-submitted to the Science Based Targets initiative (SBTi) and coverage was re-validated.

<sup>2</sup> Business travel and employee commuting emissions were restated to include well-to-wheel emissions to ensure alignment to the SBTi Target Validation Protocol and Transport Guidance.

<sup>3</sup> Emissions include all offices under financial control. Square footage includes Moody's managed offices and excludes shared-space offices due to data limitations. The impact is expected to be not material, with emissions in shared-space offices accounting for approximately 0.6% of total GHG inventory in 2021.

CLIMATE <sup>1</sup> <i>(continued)</i>	2019	2020	2021
<b>Energy consumption</b>			
GRI 302-1			
Total energy (MWh)	48,251	32,166	27,969
Energy intensity ratio per sq ft (kWh/sq ft)	19.8	13.0	11.9
GRI 302-3			
<b>Scope 1 – direct</b>			
Natural gas (MWh)	5,211	2,886	4,299
Other direct (diesel, liquefied petroleum gas) (MWh)	918	466	75
<b>Scope 2 – indirect</b>			
Total electricity consumption from operations (MWh)	36,477	24,377	20,619
Renewable electricity use <sup>2</sup>	11%	100%	100%
Out of which covered by Energy Attribute Certificates purchased by Moody's directly	0%	84%	87%
Other indirect (purchased steam and cooling) (MWh)	5,645	4,437	2,976
<b>Decarbonization plan indicators</b>			
Reduction of Scope 1 and Scope 2 from 2019 base year Target: 50% (by 2030)		76%	92%
GRI 305-5 WEF Planet: Paris-aligned GHG emissions targets			
Reduction of Scope 3 fuel and energy-related activities, business travel and employee commuting from 2019 base year Target: 15% (by 2025)		81%	95%
GRI 305-5 WEF Planet: Paris-aligned GHG emissions targets			
Supplier spend covered by science-based targets Target: 60% (by 2025)	25%	24%	28%
WEF Planet: Paris-aligned GHG emissions targets			
Renewable electricity use (property portfolio) <sup>2</sup> Target: 100%	11%	100%	100%
GRI 302-1			
Offsetting our carbon emissions from operations, employee commuting and business travel since year 2000 Target: 100%	100%	100%	100%

<sup>1</sup> Our 2019 and 2020 GHG emissions were retroactively recalculated due to improved access to vendor spend data and M&A activity. Consequently, our science-based targets for reducing our GHG emissions were re-submitted to the Science Based Targets initiative (SBTi) and coverage was re-validated.

<sup>2</sup> Renewable electricity percentage is reported based on originally verified electricity consumption values because it is not possible to buy renewable electricity retroactively due to M&A activity; therefore, the 2020 restated verification opinion shows a decrease in percentage renewable electricity.

ENVIRONMENT AND NATURAL RESOURCES	2019	2020	2021
Waste (metric tons) <sup>1</sup>			
Total waste from office operations GRI 306-3	3,922	601	429
Landfill GRI 306-5	667	132	149
Recycled goods GRI 306-4	1,697	198	241
Recycled paper GRI 306-4	1,558	272	39
Percentage of our employees in offices that implemented sustainable practices			
Phased out single use plastics			75%
Implemented centralized waste collection <sup>2</sup>			68%
Eliminated coffee machines with capsules / sachets			35%
Recycle coffee capsules / sachets			83%
Percentage spend on sustainable materials <sup>3,4</sup>			
Eco-friendly office paper		68%	46%
Eco-friendly stationery and office supplies		36%	37%
Office paper use			
Reduction of office paper from 2019 baseline <sup>4</sup> Target: 50%		79%	99%

RESPONSIBLE SOURCING	2019	2020	2021
Supplier diversity			
Diverse supplier spend <sup>5</sup>	10%	8%	7%
Women-owned	0.3%	4%	3%
Small businesses	1%	1%	2%

<sup>1</sup> Actual waste represented 31% of reported volume in 2021. The reported figure represents an extrapolation to cover the full property portfolio.

<sup>2</sup> Includes offices that have more than 50 full-time employees, covering approximately 89% of operations based on employee number.

<sup>3</sup> Office paper, stationery and office supplies qualify as eco-friendly when they meet one of the more than 45 environmental attributes that are reported by suppliers, see the full definition in the [Methodology Note](#). The decrease in eco-friendly office paper in 2021 is due, in part, to supply chain issues and the limited selection of eco-friendly paper for orders for remote work.

<sup>4</sup> Represents our offices in the U.S. We are working to collect actual data globally.

<sup>5</sup> Data includes addressable spend with suppliers that we do business with directly (Tier 1).

DIVERSITY, EQUITY & INCLUSION	2019			2020			2021		
	Male	Female	Not Disclosed	Male	Female	Not Disclosed	Male	Female	Not Disclosed
Global gender diversity <sup>1,2</sup> GRI 405-1SASB SV-PS-330a.1WEF People: diversity and inclusion (%)									
Executive	70%	30%	—	67%	33%	—	69%	31%	—
Senior Manager	67%	33%	—	67%	33%	—	68%	32%	—
Mid-level Manager	67%	33%	—	67%	33%	—	68%	32%	—
First-level Manager	63%	37%	—	63%	37%	—	61%	39%	—
Non-manager	51%	48%	1%	50%	49%	1%	50%	49%	1%
TOTAL	58%	41%	1%	59%	41%	—	59%	41%	—

	2020			2021		
	White	Underrepresented groups <sup>3</sup>	Other	White	Underrepresented groups <sup>3</sup>	Other
Race / Ethnicity: United States GRI 405-1SASB SV-PS-330a.1WEF People: diversity and inclusion (%)						
U.S. Officers and Managers <sup>4</sup>	53%	43%	4%	53%	43%	4%
U.S. Workforce	49%	45%	6%	49%	45%	6%

	2020	2021
Global employee breakdown by region GRI 102-8, 405-1WEF People: diversity and inclusion (%)		
Americas (excluding U.S.)	679	764
Asia-Pacific	3,429	4,197
EMEA	3,145	3,665
U.S.	4,234	4,834

<sup>1</sup> Executives represent CEO, CEO-Direct, Exec Directors, GMD, SMD and MD level; senior managers represent AMD, Country Head, SVP and Senior Director level; mid-level managers represent VP-SCO, VP-SA, VP and Director level; first-level managers represent AVP-Analyst, AVP, Associate Director and Assistant Director level; non-managers represent Analyst, Assoc Analyst, Assoc and Associate level.

<sup>2</sup> The data by seniority represents approximately 90% of employees (excludes certain non-wholly-owned subsidiaries and newly acquired companies for which this data was not available). The total breakdown by gender represents the full employee population.

<sup>3</sup> Underrepresented groups include employees who identified as Asian, LatinX, Black, Native American/Alaskan Native, Hawaiian/Other Pacific Island or two or more races.

<sup>4</sup> Officers and Managers are calculated using the job categories: executives, senior managers, mid-level managers and first-level managers.

DIVERSITY, EQUITY & INCLUSION <i>(continued)</i>		2022
Pay equity <sup>1</sup>		
Global gender pay equity		
GRI 405-2   WEF People: pay equality   WEF People: pay gap		
Women's pay compared to men		\$0.99
U.S. Ethnicity pay equity		
WEF People: pay equality   WEF People: pay gap		
Non-white <sup>2</sup> employees' pay compared to white employees		\$1.01
Black employees' pay compared to white employees		\$1.00
LatinX employees' pay compared to white employees		\$0.99
Asian employees' pay compared to white employees		\$1.02

	2020	2021	2022
Board demographics: gender (as of respective annual stockholder meeting)			
GRI 102-22, 405-1   WEF Principles of governance: governance body composition			
Male	7	6	7
Female	3	3	3
Not disclosed	0	0	0
Board demographics: race / ethnicity (as of respective annual stockholder meeting)			
GRI 102-22, 405-1   WEF Principles of governance: governance body composition			
White	8	7	7
Underrepresented groups <sup>3</sup>	1	2	2
Not disclosed	1	0	1

<sup>1</sup> As of April 1, 2022. The population studied includes employees eligible for Moody's compensation programs and excludes limited duration employees, non-employees, temporary workers and employees from companies acquired in 2H 2021. Employees from V.E and Four Twenty Seven were excluded from the analysis due to not being integrated into Moody's compensation programs at the time of the analysis. This exclusion is non-material and represents 3% of employees.

<sup>2</sup> Defined as LatinX, Black and Asian.

<sup>3</sup> Underrepresented groups include employees who identified as Asian, LatinX, Black, Native American / Alaskan Native, Hawaiian / Other Pacific Island or two or more races.

HUMAN CAPITAL	2019	2020	2021
New employee hires			
New employee hires GRI 401-1SASB SV-PS-330a.2WEF Prosperity: absolute number and rate of employment	2,728	1,432	2,707
Employee turnover rate GRI 401-1SASB SV-PS-330a.2WEF Prosperity: absolute number and rate of employment			
Voluntary turnover		7%	13%
Involuntary turnover		4%	3%
Full-time / Part-time employees GRI 102-8SASB SV-PS-000.A			
Full-time		11,234	13,202
Part-time		253	258
Employees by business segment			
Moody's Analytics (MA)		5,008	6,529
Moody's Investors Service (MIS)		5,051	5,295
Moody's Shared Services (MSS)		1,428	1,636

HUMAN CAPITAL <i>(continued)</i>	2019	2020	2021
Collective bargaining agreements			
Employees covered by collective bargaining agreements <sup>1</sup> GRI 102-41   WEF People: freedom of association and collective bargaining at risk (%)	10%	10%	9%
Employee engagement <sup>2,3</sup>			
Employee engagement score <sup>4</sup> SASB SV-PS-330a.3	71	76	73
Global benchmark <sup>5</sup>	72	74	75
Well-being favorability score <sup>6</sup>			80%
Global benchmark <sup>5</sup>	Not available		
Inclusion score <sup>7</sup>	71	74	74
Global benchmark <sup>5</sup>	68	69	70
Performance review			
Employees who received performance and career development reviews via Grow, Perform, Succeed (GPS) <sup>8</sup> GRI 404-3			92%

<sup>1</sup> The data represents approximately 90% of employees (excludes certain non-wholly-owned subsidiaries and newly acquired companies not integrated in Moody's IT systems). In addition, RMS is in the process of integration and will be reported in this metric next year.

<sup>2</sup> The data represents approximately 90% of employees (excludes certain non-wholly-owned subsidiaries and newly acquired companies which are not integrated in Moody's IT systems and therefore the survey was not distributed to them). In addition, RMS is in the process of integration and will be reported in these metrics next year.

<sup>3</sup> Employees participating in employee engagement surveys in 2021 - 84%, 2020 - 86%, 2019 - 87%.

<sup>4</sup> Employee engagement score is an average of two items: "How happy are you at Moody's?" and "Would you recommend Moody's?"

<sup>5</sup> The global benchmark provided by the survey third-party service provider is based on cross-client, cross-industry and cross-country company data from well over 700 organizations and over 150 countries.

<sup>6</sup> The favorability score is the average percentage of employees that agree Moody's takes a genuine interest in their well-being.

<sup>7</sup> Inclusion score is an average of item: "leaders in my line of business value different perspectives."

<sup>8</sup> Employees in a probation period or who joined Moody's from newly acquired companies do not participate in the GPS performance review process. Certain non-wholly-owned subsidiaries for which this data was not available are excluded from the analysis, therefore the data represents 76% of the total employee population.

TRAINING AND UPSKILLING <sup>1</sup>	2019	2020	2021
Training hours <sup>2</sup>			
Absolute number of training hours	251,109	205,419	218,816
Average training hours per employee	24	21	18
GRI 404-1 WEF People: training provided (#)			
Officer <sup>3</sup>	28	21	17
Non-officer	21	21	20
Training expenditure			
Average training and development expenditure per employee		\$676	\$717
WEF People: training provided (\$)			
Training and development expenditure as a percentage of payroll		Approximately 1%	Approximately 1%
WEF People: monetized impacts of training			

TALENT ATTRACTION <sup>1</sup>	2020	2021
Number of unfilled skilled positions (rounded) <sup>4</sup>	40	320
WEF People: number of unfilled skilled positions (#)		
Open positions filled by internal candidates in calendar year	20%	28%
Average hiring cost/FTE (USD, rounded)	\$7,000	\$5,500

<sup>1</sup> The data represents approximately 90% of employees (excludes certain non-wholly-owned subsidiaries and newly acquired companies not integrated in Moody's IT systems). In addition, RMS is in the process of integration and will be reported in these metrics next year.

<sup>2</sup> 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 are included in 2020 onwards.

<sup>3</sup> Officer-level data is calculated using the job categories: executives, senior managers, mid-level managers and first-level managers.

<sup>4</sup> Positions that had been open for 90 days or longer as of December 31st of respective year.



COMMUNITIES	2019	2020	2021
Social investment			
Moody's Foundation grants <sup>1</sup>	\$3,100,000	\$3,832,400	\$3,113,900
Moody's charitable contributions <sup>2</sup>	\$1,077,500	\$1,935,500	\$1,859,600
Value of volunteer hours <sup>3</sup>	\$874,300	\$581,400	\$789,900
Number of employee volunteer hours		7,842	11,238
Employee-driven giving <sup>4</sup>	\$532,500	\$555,300	\$667,000
Total social investment	\$5,584,300	\$6,904,600	\$6,430,400
WEF Prosperity: total social investment (\$)			
Moody's Foundation Programs <sup>5</sup> GRI 413-2			
Empowering people with financial knowledge			
Invested \$	\$1.4 million	\$1.2 million	\$1.6 million
Number of countries served	35	22	29
Median efficacy rate	95%	88%	96%
Total beneficiaries	8,700	2,500	4,900
Female beneficiaries	79%	64%	65%
Supporting social equality and climate action			
Invested \$	\$355,000	\$352,000	\$308,000
Number of countries served	40	30	37
Median efficacy rate	100%	100%	100%
Total beneficiaries	108,000	60,000	62,000
Female beneficiaries	53%	68%	57%

<sup>1</sup> Grants paid from the Foundation toward projects aligned with its strategic focus areas.

<sup>2</sup> Payments made by MIS, MA and MSS that have been classified as charitable contributions. Includes charitable contributions to volunteering vendors (nonprofits and social enterprises that coordinate volunteer experiences), previously reported separately.

<sup>3</sup> The data represents approximately 90% of employees (excludes certain non-wholly-owned subsidiaries and newly acquired companies not integrated in Moody's IT systems). In addition, RMS is in the process of integration and will be reported in this metric next year.

<sup>4</sup> Grants paid from Moody's Foundation toward the Matching Gifts and Dollars for Doers programs.

<sup>5</sup> 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.

COMMUNITIES <i>(continued)</i>	2019	2020	2021
<b>Moody's Foundation Programs<sup>1</sup> <i>(continued)</i></b> <b>GRI 413-2</b>			
<b>Helping young people reach their potential</b>			
Invested \$	\$1.2 million	\$1.1 million	\$1.1 million
Number of countries served	63	49	7
Median efficacy rate	94%	96%	100%
Total beneficiaries	96,000	17,000	10,000
Female beneficiaries	54%	66%	75%
<b>All programs</b>			
Invested \$	\$3 million	\$2.7 million	\$3 million
Number of countries served	99	72	54
Median efficacy rate	99%	100%	100%
Total beneficiaries	212,700	79,500	76,900
Female beneficiaries	54%	68%	60%
Low-income beneficiaries	30%	84%	62%
Improved general employability & soft skills outcome (previously "Job readiness")	52%	96%	85%

  

COVID-19 RESPONSE	2020 – 2021
In-kind: products and services <sup>2</sup>	\$22,500,000

<sup>1</sup> 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.

<sup>2</sup> Value of complimentary content, trials of MA products, new and pro bono products and services made available to the public. Cumulative number includes calendar years 2020 and 2021.

EEO-1 REPORT

The information below mirrors the anticipated annual submission of Moody's EEO-1 Report to the U.S. Equal Opportunity Commission and reflects demographics in the United States as of December 31, 2021. The EEO-1 Report is reflective of a specific point in time and requires the use of specific job classifications, which do not necessarily reflect how Moody's Corporation organizes its workforce. Moody's purpose is to bring clarity, knowledge and fairness to an interconnected world.

Moody's success in achieving its purpose is only possible through the collective contributions of its global employee population whose members possess the unique combination of skills, professional experience and diversity of backgrounds needed to advance Moody's business and contribute to the communities in which it operates. Moody's believes that it is essential to: i) create a workplace

where its employees feel valued and inspired; ii) to provide an environment that fosters a culture of independence, inclusion and intellectual leadership; and iii) to support peer collaboration and professional growth.

To learn more about Moody's DE&I strategy and initiatives, please visit [about.moody's.io/diversity](https://about.moody's.io/diversity).

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive / Sr Officials & MGRS	0	1	21	1	0	3	0	0	10	0	0	0	0	1	37
First / Mid Officials & MGRS	44	40	455	27	2	205	0	11	238	21	0	114	0	6	1,163
Professionals	102	83	883	81	1	618	0	36	484	71	1	521	1	26	2,908
Technicians	4	0	7	4	0	3	0	0	0	0	0	0	0	0	18
Sales Workers	18	10	179	23	2	12	0	8	64	10	0	8	0	4	338
Administrative Support	15	44	73	24	0	9	0	4	111	58	1	19	0	11	369
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL¹	183	178	1,618	160	5	850	0	59	907	160	2	662	1	48	4,833
PREVIOUS REPORT TOTAL	153	148	1,448	133	6	736	1	48	782	132	2	611	1	38	4,239

Moody's is an equal opportunity employer. For Moody's full policy, see [Moody's Affirmative Action and Equal Employment Opportunity Policy Statement](#).

<sup>1</sup> This representation data is collected from all U.S. employees of Moody's Corporation and its subsidiaries and does not include information regarding the Company's international employees.

ESG SOLUTIONS AND ESG INTEGRATION	2020	2021
<b>Moody's Product Vitality index<sup>1</sup></b> WEF Prosperity: vitality index		
New products <sup>2</sup>	2%	2%
Acquired products	12%	13%
Legacy products	86%	85%

<sup>1</sup> The revenue breakdown from new products and products from acquisitions in the last five years, excluding joint ventures.  
<sup>2</sup> New products include revenue from product expansion to new markets.