



Metric Summary

The following metric summary contains the data and metrics referenced in our 2022 Stakeholder Sustainability Report. In addition, our report is accompanied by a [Methodology Note](#), which aims to increase transparency on methodologies used in our sustainability accounting to accurately measure and report our environmental, social and governance (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, 2022.

Better Business

CLIMATE	2019		2020		2021		2022	
	mtCO ₂ e	% actual data	mtCO ₂ e	% actual data	mtCO ₂ e	% actual data	mtCO ₂ e	% actual data ²
Total absolute GHG emissions¹								
Scope 1 GRI 305-1 WEF Planet: greenhouse gas (GHG) emissions	1,744	46%	919	75%	851	76%	810	37%
Scope 2 market-based GRI 305-2 WEF Planet: greenhouse gas (GHG) emissions	13,591	77%	2,745	82%	432	86%	440	57%
Scope 2 location-based GRI 305-2 WEF Planet: greenhouse gas (GHG) emissions	14,035		8,767		6,878		7,696	
Scope 3 GRI 305-3 WEF Planet: greenhouse gas (GHG) emissions	171,260	27%	112,158	26%	121,290	10%	137,981	28%
Purchased goods and services	122,500	17%	86,000	25%	102,900	10%	106,100	24%
Capital goods	5,600	17%	12,200	25%	7,900	10%	9,900	24%
Fuel and energy-related activities	3,100	74%	590	87%	230	89%	200	59%
Business travel	23,100	85%	3,300	91%	1,480	93%	10,300	94%
Employee commuting	10,400	18%	3,100	26%	208	31%	1,300	15%
Waste generated in operations	460	29%	68	31%	72	31%	81	6%
Investments	6,100	0%	6,900	0%	8,500	0%	10,100	0%
Total Scope 1, Scope 2 market-based, Scope 3	186,595	31%	115,822	27%	122,573	11%	139,231	28%

¹ 2019, 2020 and 2021 purchased goods and services (Scope 3, Category 1), capital goods (Scope 3, Category 2) and fuel and energy-related activities (Scope 3, Category 3) GHG emissions were restated as a result of a change in methodology and access to improved data.

² In the effort to accelerate the timeline of GHG emissions calculation, some Q4 data was estimated and therefore caused a decrease in the overall % actual data.



CLIMATE (continued)	2019	2020	2021	2022
Decarbonization plan indicators				
Reduction of Scope 1 and Scope 2 from 2019 base year Target: 50% (by 2030) GRI 305-5 WEF Planet: Paris-aligned GHG emissions targets		76%	92%	92%
Reduction of Scope 3 fuel and energy-related activities, business travel and employee commuting from 2019 base year ¹ Target: 15% (by 2025) GRI 305-5 WEF Planet: Paris-aligned GHG emissions targets		81%	95%	68%
Supplier spend covered by science-based targets Target: 60% (by 2025) WEF Planet: Paris-aligned GHG emissions targets	25%	24%	28%	49%
Renewable electricity use (property portfolio) ² Target: 100% GRI 302-1	11%	100%	100%	100%
Offsetting our carbon emissions from operations, employee commuting and business travel since year 2000 Target: 100%	100%	100%	100%	100%
GHG emissions intensity				
GRI 305-4				
Scope 1 and Scope 2 mtCO ₂ e/sq ft ³		0.001	0.001	0.001
Scope 1 and Scope 2 mtCO ₂ e/\$ million of revenue		1	0.2	0.2
Scope 3 mtCO ₂ e/employee		9	9	10
Scope 3 mtCO ₂ e/\$ million of revenue		20	19	25
Scope 1 and 2 GHG emissions by region (mtCO₂e)				
GRI 305-1 GRI 305-2				
Americas (excluding U.S.)		296	174	207
Asia-Pacific		1,245	226	268
EMEA		579	520	435
U.S.		1,544	364	340

¹ Emissions from fuel and energy-related activities increased due to an increase in emissions factor; emissions from business travel and employee commuting increased due to a post-pandemic resumption of business-related travel and more employees returning to work in the office.

² 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.

³ 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 0.7% of total location-based emissions from GHG inventory in 2022.



CLIMATE <i>(continued)</i>	2020	2021	2022
Scope 1 and 2 GHG emissions by gas type (metric tons)			
GRI 305-7			
Nitrous oxide (N ₂ O)	4	11	10
Carbon dioxide (CO ₂)	3,377	1,215	1,206
Methane (CH ₄)	2	3	2
Hydrofluorocarbons (HFC)	281	54	32
Energy consumption			
GRI 302-1			
Total energy (MWh)	32,166	27,969	29,019
Energy consumption from renewable sources	76%	74%	79%
Energy intensity ratio per sq ft (kWh/sq ft) ¹	13	11.9	11.7
GRI 302-3			
Scope 1 – direct			
Natural gas (MWh)	2,886	4,299	3,970
Other direct (diesel, liquified petroleum gas) (MWh)	466	75	238
Scope 2 – indirect			
Total electricity consumption from operations (MWh)	24,377	20,619	21,406
Electricity intensity ratio per revenue (kWh/\$ million of revenue)	4,252	3,190	3,915
Electricity intensity ratio per headcount (kWh/employee)	1,895	1,532	1,484
Renewable electricity use ²	100%	100%	100%
Out of which covered by Energy Attribute Certificates purchased by Moody's directly	84%	87%	87%
Other indirect (purchased steam and cooling) (MWh)	4,437	2,976	3,405

¹ Energy activity data includes 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 0.7% of total GHG inventory in 2022.

² 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	2020		2021		2022	
Waste (rounded) ¹	metric tons	%	metric tons	%	metric tons	%
Total waste from office operations GRI 306-3	600		430		480	
Landfill GRI 306-5	130	22%	150	35%	170	35%
Recycled goods GRI 306-4	200	33%	240	56%	280	58%
Recycled paper GRI 306-4	270	45%	40	9%	40	7%
Percentage of our employees in offices that implemented sustainable practices²						
Eliminated single use plastics			54%		61%	
Implemented centralized waste collection ³			61%		77%	
Eliminated coffee machines with capsules/sachets			40%		53%	
Recycle coffee capsules/sachets			77%		78%	
Percentage spend on sustainable materials (U.S. only)^{4,5}						
Eco-friendly office paper			46%		25%	
Eco-friendly stationery and office supplies			37%		42%	
Office paper use (U.S. and U.K. only)						
Reduction of office paper from 2019 baseline ⁶ Target: 50%		80%		96%		94%

¹ Actual waste represented 11% of reported volume in 2022. The reported figure represents an extrapolation to cover the full property portfolio.

² 2021 sustainable practices metrics were restated as a result of a change in methodology and access to improved data.

³ Includes offices that have more than 50 full time employees, covering approximately 90% of operations based on employee number.

⁴ Office paper, stationery and office supplies qualify as eco-friendly when they meet at least one of the more than 45 environmental attributes that are reported by suppliers, see the full definition in the [Methodology Note](#). The decrease of eco-friendly office paper is due, in part, to employee consumption habits.

⁵ Represents our offices in the U.S. and excludes shared-space offices due to data limitations. The data accounts for 89% of Moody's locations in the U.S., corresponding to 27% of global operations. Efforts are in place to increase data coverage globally.

⁶ Excludes shared-space offices due to data limitations. The data accounts for approximately 37% of global operations. 2020 and 2021 metrics were restated as a result of improved access to purchased paper data in the U.K. Efforts are in place to increase data coverage globally.



RESPONSIBLE SOURCING	2020	2021	2022
Supplier diversity			
Diverse supplier spend ¹	8%	7%	8%
Women-owned	4%	3%	3%
Small businesses	1%	2%	2%
Veteran-owned	0.2%	0.3%	0.5%

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¹ Represents addressable spend with suppliers that we do business with directly (Tier 1).



Better Lives

DIVERSITY, EQUITY & INCLUSION	2020			2021			2022		
	Male	Female	Not disclosed	Male	Female	Not disclosed	Male	Female	Not disclosed
Global gender diversity^{1,2}									
GRI 405-1 SASB SV-PS-330a.1 WEF People: diversity and inclusion (%)									
Executive	67%	33%	—	69%	31%	—	68%	32%	—
Senior Manager	67%	33%	—	68%	32%	—	68%	32%	—
Mid-level Manager	67%	33%	—	68%	32%	—	67%	33%	—
First-level Manager	63%	37%	—	61%	39%	—	62%	38%	—
Nonmanager	50%	49%	1%	50%	49%	1%	51%	48%	1%
TOTAL	59%	41%	—	59%	41%	—	59%	41%	—
	White	Underrepresented groups³	Not disclosed	White	Underrepresented groups³	Other	White	Underrepresented groups³	Not disclosed
Race/Ethnicity: United States									
GRI 405-1 SASB SV-PS-330a.1 WEF People: diversity and inclusion (%)									
U.S. Officers and Managers ⁴	53%	43%	4%	53%	43%	4%	51%	44%	5%
U.S. Workforce	49%	45%	6%	49%	45%	6%	48%	46%	6%

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¹ 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; nonmanagers represent Analyst, Assoc Analyst, Assoc and Associate level.

² The data by seniority represents approximately 90% of employees (excludes certain nonwholly owned subsidiaries and newly acquired companies for which this data was not yet available). The total breakdown by gender represents the full employee population.

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

⁴ 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>	2020	2021	2022
Board demographics: gender (as of April of respective reporting year)			
GRI 2-9, 405-1 WEF Principles of governance: governance body composition			
Male	6	7	8
Female	3	3	3
Not disclosed	0	0	0
Board demographics: race/ethnicity (as of April of respective reporting year)			
GRI 2-9, 405-1 WEF Principles of governance: governance body composition			
White	7	7	8
Underrepresented groups ¹	2	2	3
Not disclosed	0	1	0

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¹ Underrepresented groups include employees who identified as Asian, Latino/Latina, Black, Native American/Alaskan Native, Hawaiian/Other Pacific Island or two or more races.



HUMAN CAPITAL	2020	2021	2022
Global employee breakdown by region			
GRI 2-7, 405-1 WEF People: diversity and inclusion (%)			
Americas (excluding U.S.)	679	764	895
Asia-Pacific	3,429	4,197	4,486
EMEA	3,145	3,665	3,977
U.S.	4,234	4,834	5,068
New employee hires¹			
New employee hires			
GRI 401-1 SASB SV-PS-330a.2 WEF Prosperity: absolute number and rate of employment			
Female			39%
Male			61%
Not disclosed			—
Employee turnover rate			
GRI 401-1 SASB SV-PS-330a.2 WEF Prosperity: absolute number and rate of employment			
Voluntary turnover	7%	13%	15%
Involuntary turnover	4%	3%	4%
Turnover breakdown by gender			
Female			39%
Male			60%
Not disclosed			1%
Full-time/Part-time employees			
Full-time	11,234	13,202	14,181
Part-time	253	258	245
Employees by business segment			
Moody's Analytics (MA)	5,008	6,529	7,122
Moody's Investors Service (MIS)	5,051	5,295	5,519
Moody's Shared Services (MSS)	1,428	1,636	1,785

¹ Excludes hires through acquisition.



HUMAN CAPITAL <i>(continued)</i>	2020	2021	2022
Collective bargaining agreements			
Employees covered by collective bargaining agreements ¹ GRI 2-30 WEF People: freedom of association and collective bargaining at risk (%)	10%	9%	10%
Employee engagement²			
Employee engagement score ³ SASB SV-PS-330a.3	76	73	75
Global benchmark ⁴	74	75	75
Well-being favorability score ⁵ Global benchmark ⁴	80%	76%	72%
Engagement survey participation (%)	86%	84%	85%
Performance review			
Employees who received performance and career development reviews ⁶ GRI 404-3	Not available	92%	99%

¹ 2020 and 2021 data excludes certain nonwholly owned subsidiaries and newly acquired companies not integrated in Moody's IT systems.

² The data represents approximately 90% of employees (excludes certain nonwholly owned subsidiaries and newly acquired companies which are not integrated in Moody's IT systems and therefore the survey was not distributed to them).

³ Employee engagement score is an average of two items: "How happy are you at Moody's?" and "Would you recommend Moody's?"

⁴ 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.

⁵ The favorability score is the average percentage of employees that agree Moody's takes a genuine interest in their well-being.

⁶ Limited duration employees, employees in a probation period or who joined Moody's from newly acquired companies do not participate in the GPS performance review process. Certain nonwholly owned subsidiaries for which this data was not yet available are excluded from the analysis. Therefore the data represents approximately 80% of the total employee population.



LEARNING AND DEVELOPMENT	2020	2021	2022
Training hours^{1,2,3}			
Absolute number of training hours (rounded)	205,400	218,800	204,000
Average training hours per employee	21	18	16
GRI 404-1 WEF People: training provided (#)			
Officer ⁴	21	17	14
Non-officer	21	20	19
Training expenditure⁵			
Average training and development expenditure per employee (rounded)	\$1,300	\$1,200	\$1,000
WEF People: training provided (\$)			
Training and development expenditure as a percentage of payroll	Approximately 1%	Approximately 1%	Approximately 1%
WEF People: monetized impacts of training			
TALENT ATTRACTION			
Number of unfilled positions (rounded) ^{6,7}	40	320	230
WEF People: number of unfilled skilled positions (#)			
Open positions filled by internal candidates in calendar year ^{7,8}	13%	20%	16%
Average hiring cost per new hire (USD, rounded) ⁹	\$5,900	\$6,000	\$5,100

¹ The data represents approximately 90% of employees (excludes certain nonwholly owned subsidiaries and newly acquired companies not integrated in Moody's IT systems).

² Data includes hours captured in the Moody's University and centralized online training programs, related to completed training on topics such as compliance, professional development and diversity, equity and inclusion. There are other training programs not captured in the scope of this metric, like professional certifications, on the job learning, and other learning events not administered through Moody's University.

³ The training activity continued to decrease in 2022 due to a continued move to online training, including a focus on shorter training duration. In addition, some employees returned to the office and needed to adjust to a new schedule.

⁴ Officer-level data is calculated using the job categories: executives, senior managers, mid-level managers and first-level managers.

⁵ 2020 and 2021 training expenditure metrics were restated to include nonwholly owned subsidiaries.

⁶ Positions that had been open for 90 days or longer as of December 31st of respective year.

⁷ 2020 and 2021 data excludes certain nonwholly owned subsidiaries and newly acquired companies not integrated in Moody's IT systems.

⁸ 2020 and 2021 metrics were restated due to changes in methodology.

⁹ 2020 and 2021 metrics were restated due to a change in methodology and to include nonwholly owned subsidiaries.



COMMUNITIES	2020	2021	2022
Social Investments (rounded)¹			
Moody's Foundation grants ²	\$3.8 million	\$3.1 million	\$4.2 million
Moody's charitable contributions ³	\$1.9 million	\$1.9 million	\$1.2 million
Value of volunteer hours ⁴	\$0.6 million	\$0.8 million	\$0.9 million
Number of employee volunteer hours	7,800	11,200	14,000
Employee-led giving ⁵	\$0.6 million	\$0.7 million	\$1.0 million
Total social investment	\$6.9 million	\$6.4 million	\$7.4 million
WEF Prosperity: total social investment (\$)			
Moody's Foundation programs⁶			
GRI 413-2			
Empowering small businesses			
Invested \$ (rounded)	\$1.2 million	\$1.6 million	\$1.7 million
Number of countries served	22	29	35
Median efficacy rate	88%	96%	100%
Total beneficiaries (rounded)	2,500	4,900	1,900
Female beneficiaries	64%	65%	75%
Low-income beneficiaries	95%	82%	79%
Supporting ecosystem restoration			
Invested (rounded)	\$0.4 million	\$0.3 million	\$0.3 million
Number of countries served	30	37	2
Median efficacy rate	100%	100%	100%
Total beneficiaries (rounded)	60,000	62,000	1,500
Female beneficiaries	68%	57%	75%
Low-income beneficiaries	100%	93%	100%

¹ Individual social investment items may not sum to Total Social Investment due to rounding.

² Grants paid from Moody's Foundation toward projects aligned with its strategic focus areas, relief response and transition/exit grants.

³ Payments made by MIS, MA and MSS that have been classified as charitable contributions.

⁴ The data represents approximately 90% of employees (excludes certain nonwholly owned subsidiaries and newly acquired companies not integrated in Moody's IT systems).

⁵ Grants paid from Moody's Foundation toward the Matching Gifts and Dollars for Doers programs.

⁶ 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>	2020	2021	2022
Moody's Foundation programs¹ <i>(continued)</i>			
GRI 413-2			
All programs²			
Invested \$ (rounded)	\$2.7 million	\$3 million	\$2 million
Number of countries served	72	54	35
Median efficacy rate	100%	100%	100%
Total beneficiaries (rounded)	79,500	76,900	3,400
Female beneficiaries	68%	60%	75%
Low-income beneficiaries	84%	62%	89%

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¹ 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.

² 2020 and 2021 data includes the "Helping young people reach their potential" portfolio, which was discontinued in 2022.