

Sustainability-related metric summary

The following metric summary presents Moody's Corporation's (NYSE: MCO) key sustainability data. Unless otherwise noted, this document includes information for Moody's Corporation and its subsidiaries, with all quantitative data covering the period from January 1 to December 31 of the reporting year.

Environment

| CLIMATE | 2019 | | 2022 | | 2023 | | 2024 | |
|---|---------------------|---------------|---------------------|---------------|---------------------|----------------------------|---------------------|----------------------------|
| | mtCO ₂ e | % actual data | mtCO ₂ e | % actual data | mtCO ₂ e | % actual data ¹ | mtCO ₂ e | % actual data ¹ |
| Total absolute GHG emissions² | | | | | | | | |
| Scope 1 | 1,744 | 46% | 810 | 37% | 610 | 58% | 641 | 72% |
| Scope 2 market-based | 13,591 | 77% | 440 | 57% | 400 | 60% | 254 | 75% |
| Scope 2 location-based | 14,035 | | 7,696 | | 6,926 | | 6,659 | |
| Scope 3 | 140,260 | 27% | 137,981 | 28% | 139,580 | 31% | 123,890 | 36% |
| Purchased goods and services ³ | 78,800 | 17% | 106,100 | 24% | 94,400 | 20% | 78,100 | 10% |
| Capital goods ⁴ | 3,600 | 17% | 9,900 | 24% | 6,700 | 20% | 6,200 | 10% |
| Fuel and energy-related activities | 3,100 | 74% | 200 | 59% | 170 | 59% | 150 | 76% |
| Business travel ⁵ | 39,100 | 85% | 10,300 | 94% | 25,900 | 98% | 30,800 | 97% |
| Employee commuting | 10,400 | 18% | 1,300 | 15% | 3,100 | 22% | 3,300 | 27% |
| Waste generated in operations | 460 | 29% | 81 | 6% | 110 | 37% | 140 | 53% |

¹ 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. All actual data values are rounded.

² 2019 scope 3 absolute emissions were restated as a result of a change in methodology and access to improved data. 2023 scope 1, scope 2, scope 3 (fuel and energy related activities) were restated as a result of a change in methodology and access to improved data.

^{3,4} 2019 purchased goods and services, and capital goods were restated due to the implementation of updated emission factors (US EPA EEIO). The decrease in 2024 emissions corresponds to the implementation of updated emission factors (US EPA EEIO).

⁵ 2019 and 2023 Business Travel Emissions restated due to implementation of emission factors with radiative forcing.

| CLIMATE (CONTINUED) | 2019 | | 2022 | | 2023 | | 2024 | |
|--|---------|---------------|---------|---------------|---------|----------------------------|---------|----------------------------|
| | mtCO2e | % actual data | mtCO2e | % actual data | mtCO2e | % actual data ¹ | mtCO2e | % actual data ¹ |
| Total absolute GHG emissions² | | | | | | | | |
| Investments ³ | 4,800 | 0% | 10,100 | 0% | 9,200 | 0% | 5,200 | 0% |
| Total Scope 1, Scope 2 market-based, Scope 3 | 155,595 | 31% | 139,231 | 28% | 140,590 | 34% | 124,785 | 32% |
| Decarbonization plan indicators | | | | | | | | |
| Reduction of Scope 1 and Scope 2 from 2019 base year ⁴ | | | | 92% | | 94% | | 94% |
| Target: 50% (by 2030) | | | | | | | | |
| Reduction of Scope 3 fuel and energy-related activities, business travel and employee commuting from 2019 base year ⁵ | | | | 68% | | 36% | | 35% |
| Target: 15% (by 2025) | | | | | | | | |
| Supplier spend covered by science-based targets ⁶ | | 25% | | 49% | | 54% | | 60% |
| Target: 60% (by 2025) | | | | | | | | |
| Renewable electricity use (property portfolio) ⁷ | | 11% | | 100% | | 100% | | 100% |
| Target: 100% | | | | | | | | |
| Offsetting our carbon emissions from operations, employee commuting and business travel since year 2000 ⁸ | | 100% | | 100% | | 100% | | 100% |
| Target: 100% | | | | | | | | |

¹ 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. All actual data values are rounded.

² 2019 scope 3 absolute emissions were restated as a result of a change in methodology and access to improved data. 2023 scope 1, scope 2, scope 3 (fuel and energy related activities) were restated as a result of a change in methodology and access to improved data.

³ Emissions associated with all investments owned by Moody's, prorated by equity share and revenue for the period in which the investment was owned by Moody's. The methodology is different for private equity funds in which Moody's has invested, where emissions are calculated based on the intensity of Moody's Scope 1, Scope 2 location-based and Scope 3 upstream emissions over Moody's valuation. 2019 investments were restated due to the implementation of updated emission factors (US EPA EEIO). The decrease in 2024 emissions corresponds to the implementation of updated emission factors (US EPA EEIO).

⁴ Scope 1 includes emissions from stationary combustion and mobile combustion of fuels, and Scope 2 includes emissions from purchased electricity, chilled water and steam. The sum of both emissions scopes for the reporting year is compared to baseline year emissions (2019) for the final emissions reduction metric.

⁵ 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.

⁶ The percentage ratio of spend with suppliers that report to have science-based targets divided by the total supplier spend. The metric excludes spend already covered by Scope 1, Scope 2 or other Scope 3 emissions categories (e.g. business travel, utilities, rent) or spend not under our financial control (e.g. charitable contributions).

⁷ 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.

⁸ The percentage of retired verified carbon offsets over total emissions from operations, employee commuting and business travel. Emissions from operations refer to market-based emissions according to the GHG Protocol.

| CLIMATE (CONTINUED) | 2022 | 2023 | 2024 |
|--|-------|--------|--------|
| GHG emissions intensity¹ | | | |
| Scope 1 and Scope 2 mtCO ₂ e/sq ft ² | 0.001 | 0.0004 | 0.0004 |
| Scope 1 and Scope 2 mtCO ₂ e/\$ million of revenue | 0.2 | 0.2 | 0.1 |
| Scope 3 mtCO ₂ e/employee | 10 | 9 | 8 |
| Scope 3 mtCO ₂ e/\$ million of revenue | 25 | 24 | 17 |
| Scope 1 and 2 GHG emissions by region (mtCO₂e)³ | | | |
| Americas (excluding U.S.) | 207 | 198 | 169 |
| Asia-Pacific | 268 | 245 | 160 |
| EMEA | 435 | 384 | 382 |
| U.S. | 340 | 183 | 184 |
| Scope 1 and 2 GHG emissions by gas type (metric tons) | | | |
| Nitrous oxide (N ₂ O) | 10 | 1 | 1 |
| Carbon dioxide (CO ₂) ⁴ | 1,206 | 1,008 | 866 |
| Methane (CH ₄) | 2 | 1 | 1 |
| Hydrofluorocarbons (HFC) | 32 | 0 | 27 |

¹ Revised 2023 Scope 3 emissions due to restated Scope 3 Categories 3 & 6 data.

² 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 0.3% of total location-based emissions from GHG inventory in 2024.

^{3,4} Restated 2023 values due to improved access to actual data.

| CLIMATE (CONTINUED) | 2022 | 2023 | 2024 |
|---|--------|--------|--------|
| Energy consumption¹ | | | |
| Total energy (MWh) | 29,019 | 23,776 | 22,567 |
| Energy consumption from renewable sources | 79% | 79% | 81% |
| Energy intensity ratio per sq ft (kWh/sq ft) ² | 11.7 | 9 | 9.5 |
| Scope 1 – direct³ | | | |
| Natural gas (MWh) | 3,970 | 2,856 | 2,923 |
| Other direct (diesel, liquified petroleum gas) (MWh) | 238 | 377 | 334 |
| Scope 2 – indirect⁴ | | | |
| Total electricity consumption from operations (MWh) | 21,406 | 18,052 | 17,428 |
| Electricity intensity ratio per revenue (kWh/\$ million of revenue) ⁵ | 3,915 | 3,051 | 2,459 |
| Electricity intensity ratio per headcount (kWh/employee) ⁶ | 1,484 | 1,191 | 1,100 |
| Renewable electricity use ⁷ | 100% | 100% | 100% |
| Out of which covered by Energy Attribute Certificates purchased by Moody's directly | 87% | 80% | 100% |
| Other indirect (purchased steam and cooling) (MWh) | 3,405 | 2,491 | 1,882 |

¹ 2023 total energy consumption restated due to improved access to actual data.

² Electricity usage 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 electricity usage in shared-space offices accounting for approximately 0.3% of total electricity use in 2024.

^{3,4} 2023 electricity consumption restated due to improved access to actual data.

⁵ Moody's total electricity consumption in all offices under financial control divided by the total revenue of the corresponding year.

⁶ Moody's total electricity consumption in all offices under financial control divided by the total number of Moody's employees in entities under financial control, excluding remote workers.

⁷ 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.

| ENVIRONMENT AND NATURAL RESOURCES | 2022 | | 2023 | | 2024 | |
|--|-------------|-----|-------------|-----|-------------|-----|
| Waste (rounded) ¹ | metric tons | % | metric tons | % | metric tons | % |
| Total waste from office operations | 480 | | 377 | | 392 | |
| Landfill | 170 | 35% | 210 | 56% | 258 | 66% |
| Recycled goods | 280 | 58% | 152 | 40% | 110 | 28% |
| Recycled paper | 40 | 7% | 15 | 4% | 24 | 6% |
| Percentage of our employees in offices that implemented sustainable practices | | | | | | |
| Eliminated single use plastics | | 61% | | 85% | | 85% |
| Implemented centralized waste collection ² | | 77% | | 82% | | 83% |
| Eliminated coffee machines with capsules/sachets ³ | | 53% | | 58% | | 60% |
| Recycle coffee capsules/sachets | | 78% | | 79% | | 77% |
| Percentage spend on sustainable materials⁴ | | | | | | |
| Eco-friendly office paper | | 25% | | 72% | | 96% |
| Eco-friendly stationery and office suppliers | | 42% | | 49% | | 44% |
| Office paper use (U.S. and U.K. only) | | | | | | |
| Reduction of office paper from 2019 baseline ⁵ | | 94% | | 92% | | 91% |
| Target: 50% | | | | | | |

¹ Actual waste represented 53% of reported volume in 2024. The reported figure represents an extrapolation to cover the full property portfolio. Only sites that have reported in all three waste disposal categories are considered in the sample.

² Includes offices that have more than 50 full time employees, covering approximately 91% of operations.

³ The percentage of employees in offices that recycle coffee machine capsules/sachets. The metric represents only those offices where coffee machines with capsules/sachets are still being used.

⁴ Starting in 2024, the data includes operations in the USA, Canada, France and UK. The data from previous years only accounts for US operations. 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.

⁵ Excludes shared-space offices due to data limitations. The data accounts for approximately 34% 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.

Social

| HUMAN CAPITAL | 2022 | 2023 | 2024 |
|--|--------|--------|--------|
| New employee hires¹ | | | |
| New employee hires | 3,541 | 2,516 | 2,208 |
| Employee turnover rate² | | | |
| Voluntary turnover | 15% | 8% | 8% |
| Involuntary turnover | 4% | 4% | 5% |
| Full-time/Part-time employees³ | | | |
| Full-time | 14,181 | 14,913 | 13,856 |
| Part-time | 245 | 238 | 212 |
| Employees by business segment⁴ | | | |
| Moody's | 7,122 | 7,864 | 8,145 |
| Moody's Ratings | 5,519 | 5,360 | 5,757 |
| Moody's Shared Services | 1,785 | 1,936 | 1,936 |
| Total MCO | 14,426 | 15,160 | 15,838 |

¹ Excludes hires through acquisition.

² Turnover is defined as the percentage of employees who left the company in the reporting year over the average number of employees in the reporting year. Excludes employees whose reason for termination was not provided.

³ 2024 data excludes employees of Moody's affiliates.

⁴ Certain reclassifications have been made to 2023 amounts to reflect certain departmental reorganizations and M&A integrations.

| HUMAN CAPITAL (CONTINUED) | 2022 | 2023 | 2024 |
|--|------|-------|------|
| Collective bargaining agreements | | | |
| Employees covered by collective bargaining agreements | 10% | 9% | 9% |
| Performance review | | | |
| Employees who received performance and career development reviews ¹ | 99% | 99.5% | 100% |
| Employee engagement² | | | |
| Employee engagement score ³ | 75 | 77 | 78 |
| Global benchmark | 75 | 75 | 74 |
| Well-being favorability score ⁴ | 72% | 70% | 73% |
| Global benchmark | | 71% | 69% |
| Engagement survey participation ⁵ | 85% | 87% | 87% |

¹ 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.

² 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.

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

⁵ 11,824 employees responded out of 13,625 employees, who were eligible to take the survey.

| LEARNING AND DEVELOPMENT | 2022 | 2023 | 2024 |
|--|---------|---------|---------|
| Training hours (rounded) ¹ | | | |
| Absolute number of training hours (rounded) ² | 204,000 | 247,300 | 261,100 |
| Average training hours per employee ³ | 16 | 18 | 19 |
| Officer ⁴ | 14 | 18 | 17 |
| Non-officer | 19 | 19 | 20 |

| TALENT ATTRACTION | 2022 | 2023 | 2024 |
|---|------|------|------|
| Number of unfilled positions (rounded) ⁵ | 230 | 247 | 169 |
| Open positions filled by internal candidates in calendar year | 16% | 16% | 22% |

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

² Data includes hours captured in the Moody's University centralized online training system, 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 Data is for active employees (officer and non-officer) and for completed training (excludes in-progress training). 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, among others. 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.

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

⁵ Positions that had been open for 90 days or longer as of December 31st of respective year.

| COMMUNITY IMPACT | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|
| Social Investments (rounded)¹ | | | |
| Moody's Foundation grants ² | \$4.2 million | \$2.2 million | \$3.5 million |
| Moody's charitable contributions ³ | \$1.2 million | \$1.7 million | \$1.4 million |
| Value of volunteer hours ⁴ | \$900,000 | \$1.0 million | \$1.1 million |
| Number of employee volunteer hours | 14,000 | 15,100 | 16,300 |
| Employee-led giving ⁵ | \$1.0 million | \$1.0 million | \$800,000 |
| Total social investment | \$7.4 million | \$5.9 million | \$6.8 million |
| Moody's Foundation programs | | | |
| Empowering small businesses | | | |
| Program invested \$ (rounded) | \$1.7 million | \$1.4 million | \$2.0 million |
| Number of countries served | 35 | 20 | 126 |
| Median efficacy rate | 100% | 75% | 83% |
| Total beneficiaries (rounded) | 1,900 | 1,900 | 4,800 |
| Low-income beneficiaries | 79% | 72% | 100% |
| Supporting ecosystem restoration | | | |
| Program invested (rounded) | \$300,000 | \$125,000 | \$1.0 million |
| Number of countries served | 2 | 2 | 4 |
| Median efficacy rate | 100% | 100% | 100% |
| Total beneficiaries (rounded) | 1,500 | 2,600 | 2,600 |
| Low-income beneficiaries | 100% | 100% | 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.

| COMMUNITIES (CONTINUED) | 2022 | 2023 | 2024 |
|--|---------------|---------------|---------------|
| Moody's Foundation programs <i>(continued)</i> | | | |
| All programs | | | |
| Invested \$ (rounded) | \$2.0 million | \$1.5 million | \$3.0 million |
| Number of countries served | 35 | 22 | 130 |
| Median efficacy rate | 100% | 93% | 95% |
| Total beneficiaries (rounded) | 3,400 | 4,500 | 7,400 |
| Low-income beneficiaries | 89% | 88% | 100% |

| OHS MANAGEMENT SYSTEM | 2024 |
|-----------------------|------|
|-----------------------|------|

OHS management system

We are committed to protecting the safety, health and well-being of all employees and individuals in our workplace. As a result, we are committed to complying with all health and safety laws and regulations.

Occupational health and safety measures and programs, such as communications, training and policies, are managed at either the local or regional level. In addition, third-party providers in the global real estate group track information relating to health and safety items, such as workplace injuries, and report such information where required (such as to the Occupational Safety and Health Administration in the U.S.).

Site-based inspections of workspaces are also performed at offices, in accordance with local requirements. All applicable inspections, which may include such items as safety and fire inspections, are reported and filed with the authority having jurisdiction for those offices with the endorsement of any relevant work councils. Actions to prepare and respond to emergency situations include semi-annual fire drills, periodic emergency action plan reviews, shelter-in place drills and life safety training. Employees are also encouraged to report work-related hazards.

Governance

| LOBBYING | 2022 | 2023 | 2024 |
|--|---------------------|---------------------|---------------------|
| Lobbying expenses (rounded) | | | |
| Lobbying expenses (U.S - Federal) ¹ | \$620,000 | \$500,000 | \$520,000 |
| Lobbying expenses (U.S - State Level) | \$286,000 | \$261,000 | \$342,000 |
| Lobbying expenses (E.U.) | €500,000 – €599,000 | €500,000 – €599,000 | €600,000 - €699,999 |
| Total fees paid to principal US and EU trade organizations for membership ² | \$1,271,000 | \$866,000 | \$937,000 |
| Lobbying related to trade organization memberships ³ | \$273,000 | \$95,000 | \$79,000 |
| Principal U.S. and EU-based trade associations Moody's belong | | | |
| American Chamber of Commerce to the European Union | | | |
| Association of Financial Markets in Europe | | | |
| Business Roundtable | | | |
| Council on Foreign Relations | | | |
| Council of the Americas | | | |
| Data & Technology for Compliance | | | |
| Eurofi | | | |
| Future of Sustainable Data Alliance | | | |
| Global Blockchain Business Council | | | |
| Institute of International Finance | | | |
| Software and Information Industry Association | | | |
| Structured Finance Association | | | |

¹ This total encompasses all four quarters of Federal Lobbying done by MCO for the entire calendar year of 2024. The reports are filed by outside counsel based on information provided to them by our employees.

² Total fees paid to principal US and EU trade organizations for membership, defined as those whose annual membership dues are at least USD 20,000. List does not include UK memberships. List does not include organizations that are by and large think tanks.

³ Only includes lobbying fees for US-based trades whose annual membership fee is at least USD 20,000.

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