

2021 Diversity, Equity & Inclusion Report

Better decisions for celebrating
the differences that make us stronger

MOODY'S



Diversity, Equity and Inclusion

We believe a workforce that represents an array of backgrounds and experiences helps create an environment that maximizes every employee's contribution, widens the leadership pipeline and enhances our work, including the quality of our opinions, products and services. We aspire to be a place where everyone feels comfortable bringing their authentic self to work, where we demonstrate empathy and civility and where we celebrate the differences that make us stronger.



» Hear more from DK Bartley, Chief DE&I Officer



OUR DE&I STRATEGY IN ACTION

Our global DE&I strategy aims to drive a culture of diversity, equity and inclusion across four key areas: our workforce, workplace, customers and communities. The framework aligns to our company's business priorities, talent strategy, culture and long-term value proposition, and provides a structured approach to advance our DE&I strategy and goals.

In 2021, we advanced our ambition by more deeply integrating DE&I into our business strategy and defining its importance to our collective success by developing and tracking specific KPIs. We are holding our leaders accountable for communicating and progressing on our DE&I goals. We aim to be an organization that demonstrates leading corporate citizenship at every level, challenges the status quo and is fair to all.

We announced public diversity goals in 2021 to increase the number of women at officer and entry levels globally, and Black and LatinX leaders at senior levels in the U.S. We met and, in some cases, exceeded these diversity goals and are examining additional steps we can take to continue to increase diversity in our company.

Global diversity strategic framework

Structured approach to drive a culture of diversity, equity and inclusion



Setting our direction: DE&I governance

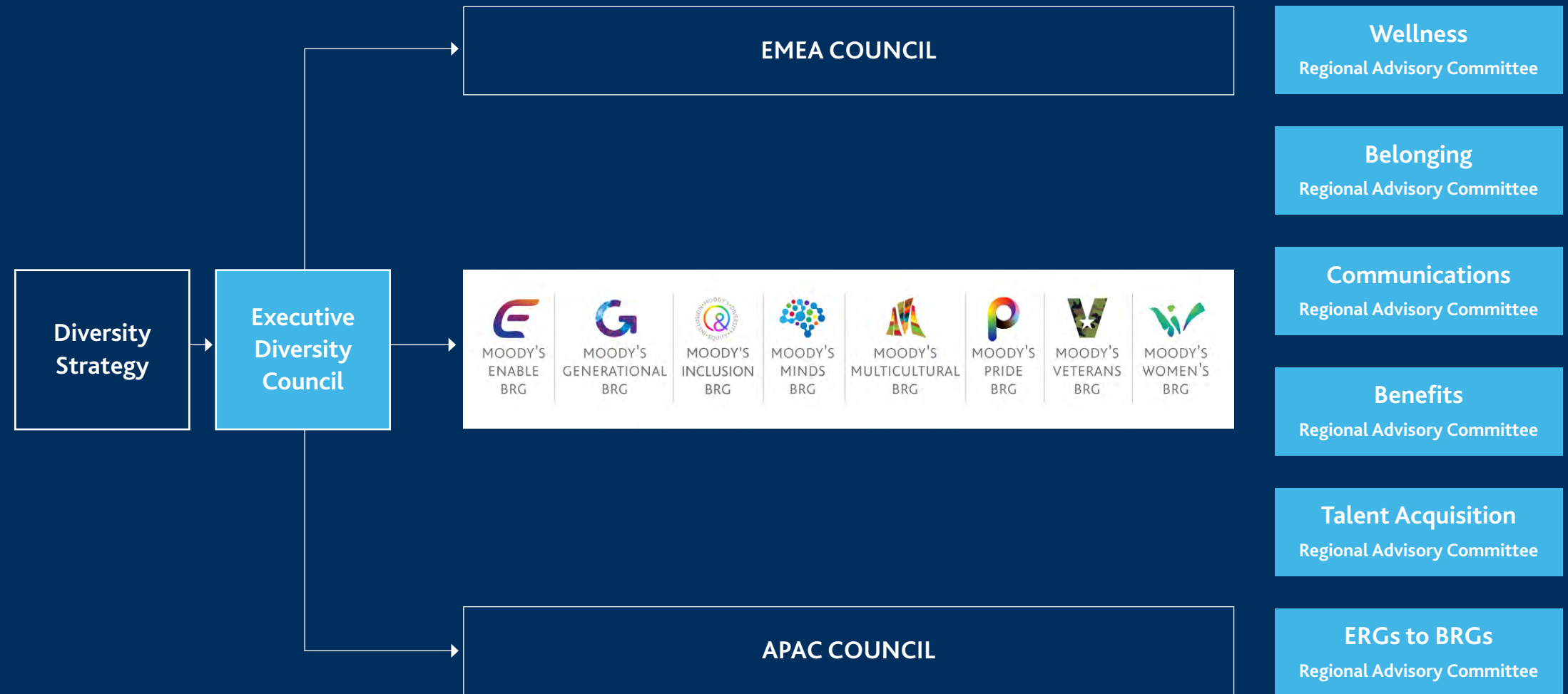
Our employees actively participate at every step of shaping and implementing our DE&I strategy.

Our global Executive Diversity Council (the Council) is tasked with overseeing the implementation and progression of our DE&I strategy and goals across our business. Chaired by our CEO and composed of senior leaders who are committed to DE&I best practices, the members of the Council meet quarterly so that DE&I policies are an ongoing focus throughout the company. Council members typically have a personal connection to DE&I or have been involved with one or more of our Business Resource Groups (BRG).

Our Regional Diversity Councils in EMEA and APAC provide valuable guidance and ensure our strategy is effectively adapted and implemented in ways that are authentic and resonate with local policies and customs. In addition, our Regional Advisory Committees, made up of BRG co-chairs, serve an important role by facilitating rich discussions, seeking employee feedback and providing inputs to inform DE&I programming. At the center are our BRGs, tasked with implementing and advancing our DE&I agenda with active participation across the organization.

Over the past few years, the Council has helped us make significant progress:

- » Developing and implementing workplace flexibility;
- » Broadening diversity and inclusion education programs;
- » Championing and expanding our BRGs; and
- » Establishing the Women in Leadership programs.



Empowering our people: Business Resource Groups

Our BRGs help create a meaningful space for employees to express their values, shape business initiatives and programs and bring their authentic selves to work.

Each of our eight BRGs works closely with our Diversity Council and plays a role in advancing DE&I at Moody's. Our 44 regional chapters across the Americas, EMEA and APAC represent the many diverse talents within the company and help make our workplace representative of the communities in which we operate. With more than 6,600 BRG members globally¹, each group is led by a chair, who is nominated by the group and ultimately appointed by our Chief DE&I Officer.

Due to the strategic role our BRGs have in our decision-making process for recruitment, retention and professional development, we are now in the process of transforming three of our inclusion groups – Asian Leadership Initiative (ALI), Black Inclusion Group (BIG), and ConectaMos (our LatinX group) – into stand-alone BRGs. This transition will help bring diverse perspectives in shaping our business initiatives and programs. For more information on how the work of our BRGs is integral to activating better lives for our employees and communities, see [pg 49](#), [52](#), [54](#) and [64](#).

Our BRGs



MOODY'S ENABLE: advocates for an inclusive, accessible and stigma-free workplace in which employees with disabilities are valued for their talents and have the opportunity to advance and thrive professionally.



MOODY'S GENERATIONAL: seeks to leverage the insights and experiences of our multi-generational workforce in order to cultivate an inclusive work environment that fosters greater connectedness, supports the development of all generational groups and delivers business value to the firm.



MOODY'S MINDS: seeks to foster a culture where all employees are empowered to discuss and manage their mental health.



MOODY'S MULTICULTURAL: seeks to leverage diverse talent by promoting recruitment, professional development and networking opportunities for all ethnically diverse employees at Moody's.



MOODY'S VETERANS: recognizes and supports veterans, active-duty military personnel and military families both within our company and in our communities. Members primarily focus on outreach efforts, including workforce integration and raising awareness around issues that affect veterans.



MOODY'S WOMEN: seeks to enhance the recruitment, retention, promotion and professional development of female professionals by implementing programs that foster greater interaction among peers, as well as the broader community, while acting as a collective voice for raising women's issues to senior management and enhancing the employment brand.



MOODY'S INCLUSION: supports all areas of diversity and inclusion combining Moody's BRG chapters. Inclusion creates opportunities for all employees regardless of office size to engage with a BRG.



MOODY'S PRIDE: advocates for a work environment that respects, welcomes and supports lesbian, gay, bisexual and transgender professionals and enables them to perform to their fullest potential and contribute to the greater goals of the firm.



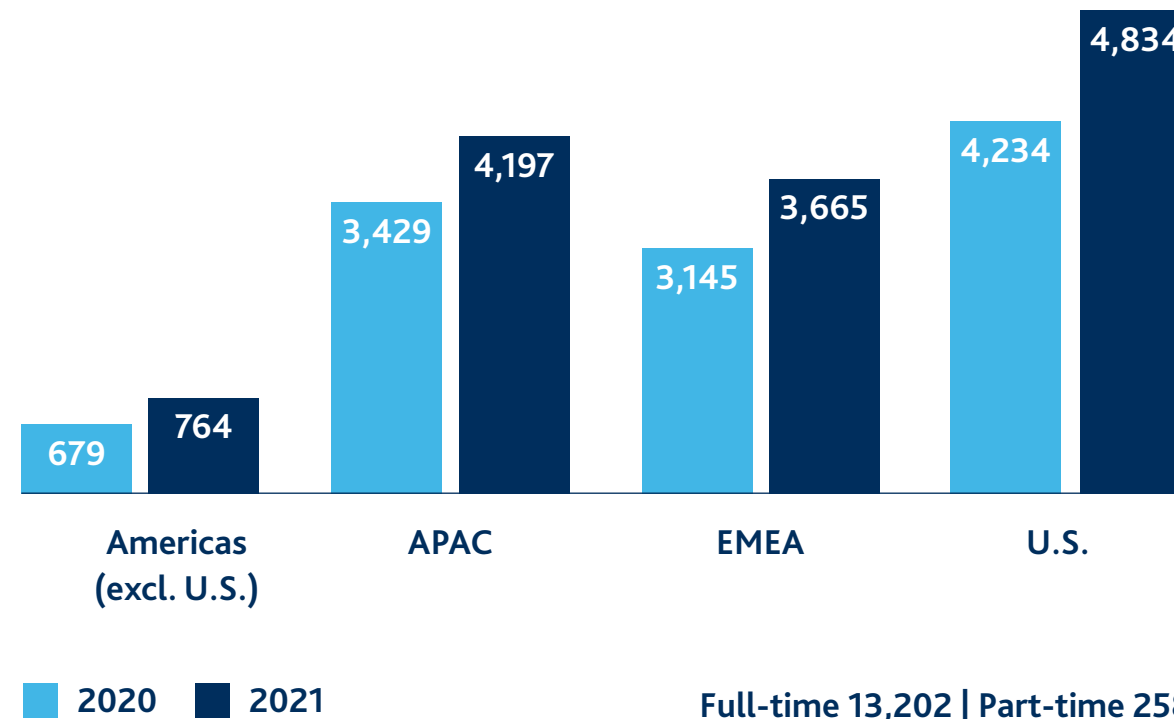
¹ Data as of December 31, 2021. An employee can hold membership in multiple BRGs in a single region.

INSIDE MOODY'S: OUR WORKFORCE AND WORKPLACE

We believe that an inclusive, equitable and diverse workplace that draws on the experiences, backgrounds and opinions of all its people is fundamental to our success. Our business benefits from having many different perspectives. That is why we actively promote diversity at every level of Moody's. We work hard so that all employees, from senior leaders to new hires, feel respected and are included and empowered.

Global employee breakdown by region

Number of employees



Who we are: race, ethnicity and gender data

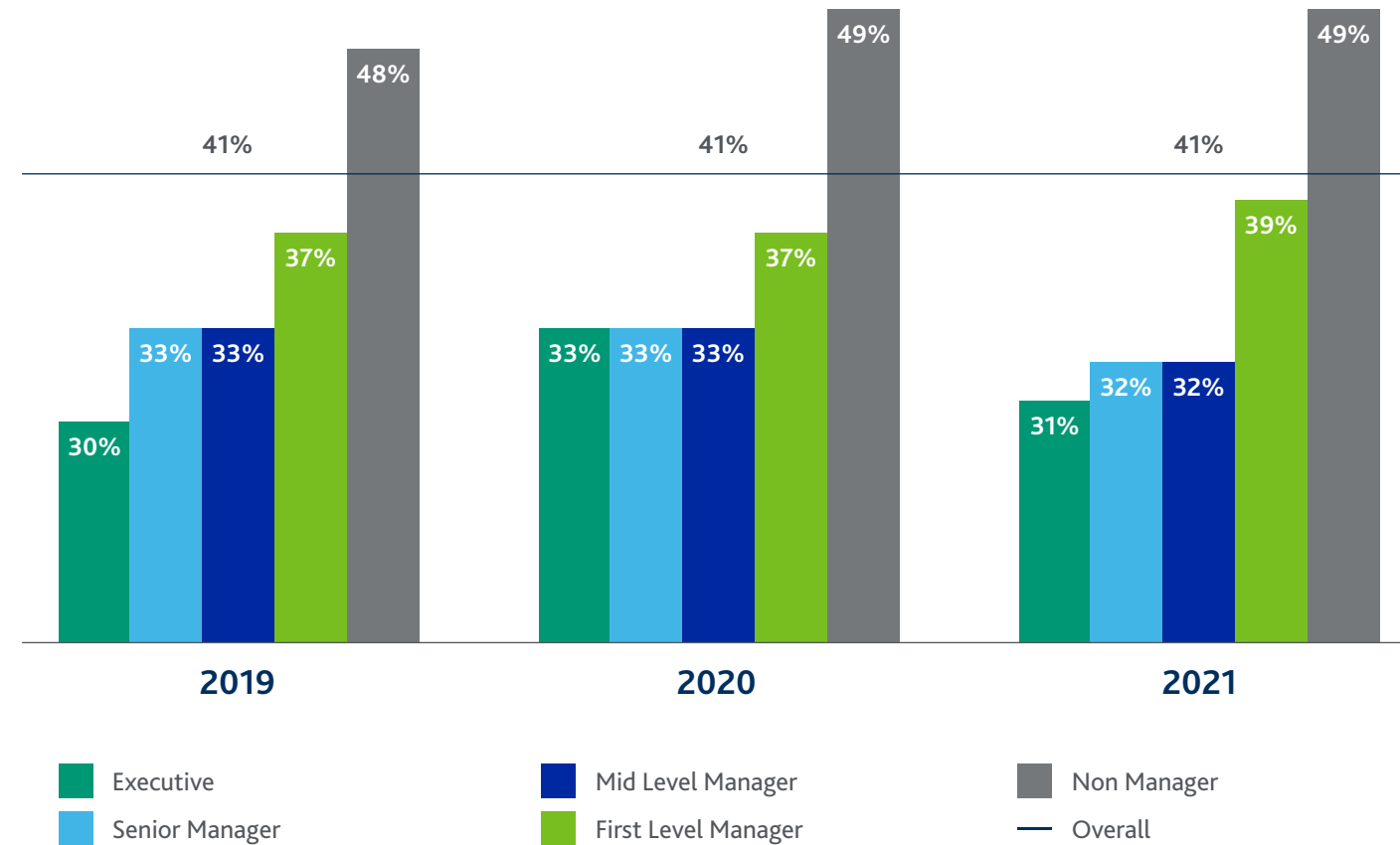
Disclosing our diversity data is critical to holding our organization accountable in the efforts to build an inclusive workforce. We are continually challenging ourselves to provide transparent reporting and look forward to identifying ways to enhance our disclosure practices.

We made our 2020 consolidated [U.S. Equal Employment Opportunity \(EEO-1\)](#) data available to the public for the first time. In addition, we are disclosing our EEO-1 data for the second consecutive year, which can be found in the [Appendix](#). While we recognize that EEO-1 data is not a perfect measure of diversity, it is a step towards our efforts to increase transparency and foster an inclusive workplace.



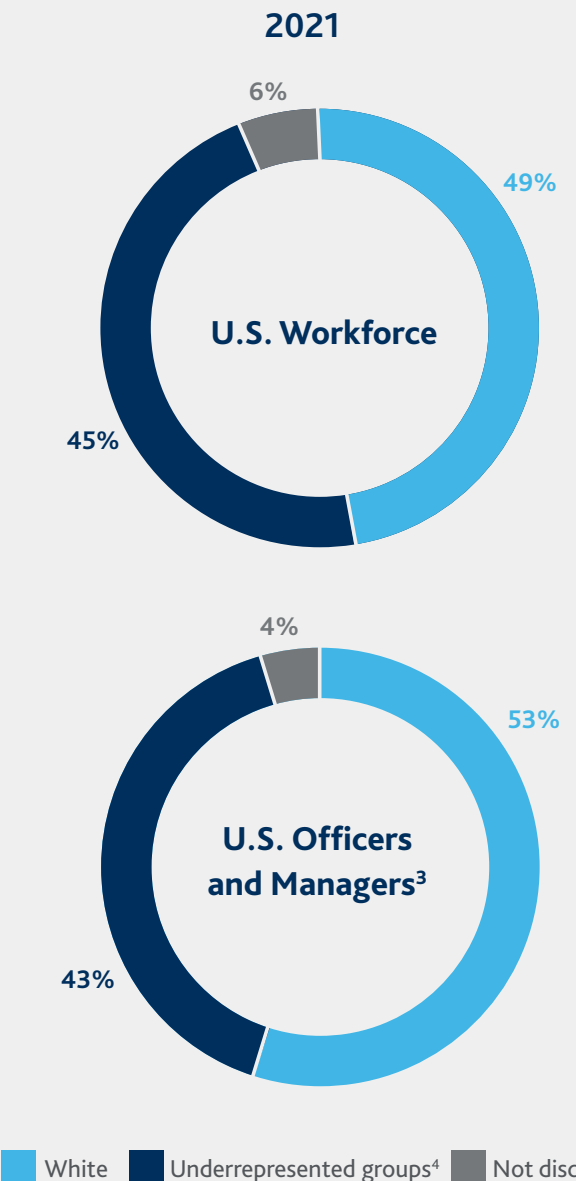
Global gender diversity^{1,2}

% female of global workforce population



Race and Ethnicity of U.S. Employees

% of employees



¹ 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. Headcount as of December 31 of the respective year.

² 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.

³ Officers and Managers are calculated using the job categories: executives, senior managers, mid-level managers and first-level managers.

⁴ Underrepresented groups include employees who identified as Asian, LatinX, Black, Native American / Alaskan Native, Hawaiian / Other Pacific Island or two or more races.

Advocating for equal pay

We are committed to paying all of our employees equitably and fairly. We study pay equity annually to identify any areas in the company where women or, in the U.S., racial / ethnic underrepresented groups, are not paid comparably to their peers. While no statistical analysis can account for all things that influence an employee's pay, we consider meaningful factors such as job family, location, educational level and seniority. When we find inequities in our pay practices, we make the requisite adjustments. Each year we report our findings to our Board of Directors.

We are proud to share the progress that we have made. While we are proud of this relative parity, we are by no means satisfied. We know that pay gaps constantly fluctuate for many reasons including changes to our business and employee movement in and out of the organization. Therefore, we are committed to dedicating the resources necessary to maintain pay equity and to drive pay decisions based on legitimate factors. To date, we have progressed on our pay equity efforts for women globally and for Black and LatinX employees in the U.S.

Pay equity by the numbers¹

\$0.99

earned by women globally²

\$1.01

earned by non-white³ employees in the U.S.⁴

\$0.99

earned by LatinX employees in the U.S.⁴

\$1.00

earned by Black employees in the U.S.⁴

\$1.02

earned by Asian employees in the U.S.⁴

¹ 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.

² For every \$1 earned by comparable men.

³ Defined as LatinX, Black and Asian.

⁴ For every \$1 earned by comparable white employees.

Attracting diverse talent through inclusive recruiting¹

Our talent acquisition process embeds DE&I best practices at all stages through close collaboration with the hiring managers. We take a structured, objective approach to the interview process and employ the following practices:

- » Selecting a diverse interview panel to provide varied points of view during evaluation;
- » Leveraging diverse recruiting tools and job boards to build a robust talent pipeline;
- » Presenting diverse slates of qualified candidates for our open positions;

RE-IGNITE

RE-IGNITE is our 16-week paid return-to-work opportunity for mid-to-senior-level individuals who are restarting their careers after a minimum two-year hiatus. Professionals who wish to return to the workforce after time away have access to hands-on project work, leadership development and networking opportunities, as well as visibility into our unique culture. Together, these components can help prepare individuals for a successful return to the workforce. In 2021, we expanded the program to the U.K. and transitioned from annual to year-round admissions.

- » Establishing consistent interviewing practices, including the use of behavioral-based interviewing techniques, to reduce the possibility of unconscious interviewer bias;
- » Formalizing feedback collection by using consistent rating scales to promote objective feedback on candidates, while reducing the possibility of unconscious interviewer bias; and
- » Holding debrief meetings where the most junior interviewer on the panel provides candidate feedback first and the hiring manager last, to ensure an inclusive process where all voices are heard.

In 2021, we implemented several new recruiting technologies, such as an augmented writing tool that helps our recruiters create job postings that use inclusive language to enhance our diverse candidate pipeline. We also partnered with PowerToFly and Fairygodboss to host a series of opportunities for our women employees to share their experiences in virtual career fairs, provide career advice and network with other women in technology.

Since the RE-IGNITE program began in 2017, 80% of participants have become Moody's employees.

We welcomed 119 summer interns from around the world in 2021 — some of whom connected with us through organizations we partner with, including Girls Who Code, ELC Scholars and Bridging the Gap. Below is the geographical breakdown of our 2021 summer intern class.

AMERICAS

63

APAC

26

EMEA

30



¹ Refers to employees hired to be on Moody's payroll.



Bolstering our employee inclusion training¹

Creating a culture of inclusion and belonging is expected of all leaders at our company — and that was the driving force behind our Inclusion Evolution employee training program. In 2021, people managers attended the 3.5-hour instructor-led classroom experience that focused on two critical components:

- » Understanding ourselves and the social context that creates our identity; and
- » Building a culture of inclusion by exploring unconscious bias, empathy and belonging and by advocating for others.

After the program, participants were given additional access to eLearning courses and toolkits to build a culture of inclusion in their own teams. We also offered an abbreviated virtual program to all employees starting in 2021.

COURAGEOUS CONVERSATIONS

We encourage all employees to be upstanders, not bystanders, when they see or hear someone being treated differently based on their race, gender identity, ethnicity, sexual orientation or any other protected characteristic. To aid in these efforts, we created Courageous Conversations, a series of discussions hosted by our BRGs. What began as a dialogue on racial unrest has evolved to include discussions about inclusion, mental health and other topics that may be sensitive but are long overdue. This series aims to facilitate discussions on difficult topics and provide employees with the tools necessary to talk to and learn from each other.

- » **CONFRONTING ANTI-ASIAN BIAS:** In partnership with the Multicultural BRG and Asian Leadership Initiative, we created the Moody's Courageous Conversations Upstander Toolkit: United Against Anti-Asian Bias. It contains information on how to support members of the Asian and Pacific Islander communities in the face of racism by actively confronting racial bias and prejudice. The toolkit also serves as a guide for fostering productive conversations and allyship in the workplace, with resources that focus on the lived experiences of Asian-Americans to foster better understanding of anti-Asian and Pacific Islander racism.
- » **SUPPORTING WOMEN THROUGH LIFE'S MILESTONES:** We also piloted a "Menopause in the Workplace" program to support our female employees and equip colleagues with information on this life milestone. We expect to roll out the program globally in 2022.

" When I first saw that Moody's was doing a pilot on menopause in the workplace, I was delighted that this was being recognized — having worked in Moody's for almost 25 years and having gone through several phases of life while being a part of the company, including menopause. As a manager of 10 people, I am quite open with my team about my symptoms and feelings in the hope that they feel comfortable to talk about it if they choose to, so I can give them the support they need. "

- Jenny Lacey, Associate Director, Resourcing & Operations

¹ Refers to employees on Moody's payroll.

Working toward Black equity

We were one of the first companies to commit to achieving the new Management Leadership for Tomorrow (MLT) Black Equity at Work Certification in 2020. Since then, we have been taking concrete steps to accelerate Black representation across our business and create new and innovative ways to invest in and contribute to racial justice efforts.



In early 2022, we announced our participation in MLT's "All In" campaign, an initiative that provides industry-leading employers with a platform to articulate their commitment to a rigorous approach to Black equity while encouraging others to sign on to the MLT Black Equity at Work Certification. Through our participation, we hope to inspire our peers and others to implement the demands of the certification in order to meaningfully progress on racial equity issues in the workplace and in our communities.



Supporting Black equity in our communities

We are proud to continue our five-year commitment to provide \$1 million to non-profits advancing Black equity. With five U.S. organizations and seven international organizations slated to receive these funds, we hope to improve equity and inclusion for Black communities around the world in several ways:

- » Supporting groups that advocate for social justice;
- » Supporting Black and Brown entrepreneurs;
- » Creating new internship opportunities, including for Black and Brown students;
- » Pushing initiatives to improve inclusion in company operations; and
- » Advancing opportunities for Black and Brown professionals to obtain C-level positions.

Our own employees — the members and leaders of the Black Inclusion Group — are involved in the distribution of these funds, making our commitment to improving social justice, equity and opportunities for Black people all the more personal.

The United Negro College Fund (UNCF) is one of the organizations we support. In our efforts to make education more accessible to underrepresented communities, we work with UNCF to sponsor eight college students over three years, helping more Black students obtain their college degrees.

To read more about our community support to other minority groups, see [Communities](#).

INVESTING \$1 MILLION IN BLACK EQUITY

We committed \$1 million to advance equity and inclusion for Black communities around the world through these organizations:

U.S. ORGANIZATIONS

- » Big Brothers Big Sisters of America
- » Eagle Academy Foundation
- » Equal Justice Initiative
- » National Association for the Advancement of Colored People (NAACP)
- » United Negro College Fund (UNCF)

INTERNATIONAL ORGANIZATIONS

- » Black Business and Professional Association
- » Black Women in Motion
- » Blueprint for All
- » Education Africa
- » European Network Against Racism
- » Harambee
- » United To Change and Inspire (UTCAI)



DK Bartley, Moody's Chief DE&I Officer, and Patrick Hutchinson, co-founder of UTCAI, during UK Black Business Week

" UNCF is grateful to have corporate partners like Moody's that are helping us uplift Historically Black Colleges and Universities and ensure that more young people of color can reach their fullest potential... With such partnerships, we can work together to realize UNCF's vision of a nation where all Americans have equal access to a college education. "

- Diego Aviles, Vice President, Northeast, UNCF

Building the pipeline of diverse talent

We are committed to building an inclusive pipeline of diverse leaders and empowering them to make impactful contributions to the markets and communities they serve.

Ray McDaniel Scholarship

The Ray McDaniel Scholarship is a five-year, \$1.2 million program to provide 30 three-year scholarships to high-achieving undergraduate Black students. In summer 2021, the first cohort of Ray McDaniel scholars joined us for a virtual internship in which they completed a case study and presented their findings to our senior leaders. After the students graduate, they receive job opportunities with Moody's.

Moody's Veterans Program

Moody's Veterans Program is a partnership between our Veterans Business Resource Group (VBRG) and Columbia University to prepare veterans for careers in finance, technology and economics. In 2021, five scholars joined the program and each received \$10,000 to support their studies during the 2020–21 academic year. Scholars also had the opportunity to participate in our summer internship program, as well as a mentorship program involving our VBRG.

Queer Coders program

Through our partnership with Hetrick-Martin Institute we support Queer Coders — a program that provides professional development and technical training to lesbian, gay, bisexual, transgender and queer or questioning (LGBTQ+) youth aged 18–24. In 2021, Queer Coders expanded outside of New York City to offer a second national cohort in the U.S. Members of Moody's New York Pride BRG provided mentoring to the 2021 Queer Coders cohort to help the students develop their interviewing skills.

“ Moody's is committed to recognizing and supporting veterans, active-duty military personnel and military families both at Moody's and in our communities. We are thrilled to welcome our 2021 cohort of scholars through MVP, which helps student veterans reach their potential and drives a diverse talent pipeline. ”

- Helene Gurian, Chief Compliance Officer & executive sponsor of the VBRG



Propelling diverse talent forward

Our dedicated talent accelerator programs aim to foster an equitable, inclusive environment.

TIDE

In 2020, we launched TIDE (Talent Aspirations & Alignment, Insights, Development & Career Planning and Exposure & Expansion), a nine-month career-development program aimed at advancing the careers of women, LGBTQ+ employees, people of color, veterans and neuro-diverse employees. Through TIDE, our diverse, talented individuals gain greater visibility across the organization and cultivate relationships with leaders who provide support and mentorship during their career journey, in addition to robust and individualized professional development resources.

" As a member of the first TIDE cohort, I became more deliberate about mapping out the next chapter of my career, and it solidified my commitment to Moody's, helping the company grow and continue to be an employer of choice. "



- Alicia Gordon, VP, Senior Compliance Officer

The first cohort of 25 TIDE participants graduated from the program in 2021. The outcomes of our pilot program highlight the impact of TIDE for individuals and the organization as a whole. The second TIDE cohort will convene in spring 2022.

96%

retention rate of TIDE participants as of the publication of this report.

90%

of participants agree or strongly agree their career ambitions can be fulfilled at Moody's.

90%

of participants agree or strongly agree that TIDE is a key part of our commitment to DE&I.

80%

of participants agree or strongly agree they are more aware and vocal about their career ambitions.

80%

of participants agree or strongly agree they have expanded their internal networks.

Senior Women's Leadership Development Program

Our Senior Women's Leadership Development Program — which was founded in 2014 to bring together senior female employees for mentorship, coaching, training and networking opportunities — was transformed and expanded in 2021. The latest cohort comprised 37 senior women who participated in sessions designed to enhance their leadership presence and build influence with key stakeholders, among other objectives. The next cohort will launch in spring 2022 under a new name, RISE.

The Senior Women's Leadership Development Program 2021 graduates saw 90% retention, and 26% of participants received promotions.¹ 100% of survey respondents would recommend the program to other women at Moody's.

BRG-led mentorship programs

We are extremely proud of our BRG-led mentorship programs, where peers can gather to engage with leaders and one another to further their professional development.

- » The **Asian Leadership Initiative (ALI)** mentoring program celebrated its fifth year in 2021 — and saw a 50% increase in participation over 2020, with 27 mentor pairings finishing out the program. In an end-of-program survey, 72% of respondents said they found the monthly topics useful for sparking discussions in pairing, and 100% of respondents would like to return to the mentoring program next year.
- » In 2021, the **Women's BRG (WBRG)** mentorship program celebrated 10 years of mentorship and career growth. Since the launch of the initiative, the program has reached over 700 mentees, 116 mentors and 14 mentor advisors.
- » **ConectaMos**, an initiative of the **Multicultural BRG** that focuses on LatinX leadership, offers a mentorship program that pairs mentors and mentees to discuss career goals and advancement strategies.



Signing of the L'Autre Cercle Charter

SUPPORTING OUR LGBTQ+ COLLEAGUES AND COMMUNITY

BE COUNTED

As we continue to expand our data disclosure practices, we launched the Be Counted initiative in 2020 in the U.S. This initiative asked U.S. employees to voluntarily self-identify as members of the LGBTQ+ community. Our senior management and Board of Directors received the data in an aggregated and anonymized form. We are using the data to review and boost leadership development programs, recruitment, employee benefits and more.

L'AUTRE CERCLE CHARTER

In January 2022, we took another step toward formalizing our support of the LGBTQ+ community in France and on a global scale by signing the L'Autre Cercle Charter. The charter focuses on creating an inclusive environment, ensuring equal rights and treatment for employees, supporting employees who are targets of discrimination and measuring progress and sharing best practices to enact change in the workplace. We are excited to join the other signatories in a shared commitment to support all employees, regardless of sexual orientation or gender identity.

To read more about our workplace DE&I programs, visit our [DE&I microsite](#). To learn more about benefits to support our workforce, including parents, military service members and young professionals, see [Employee Health and Well-being](#).

¹ As of June 2021.

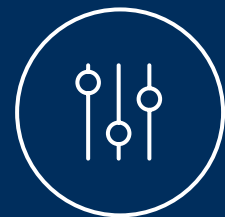
OUR CUSTOMERS

Through our products and research, we give confidence to decision-makers across financial markets worldwide. We are harnessing the trust that we have built for over 100 years to provide valuable insights into ESG, of which DE&I is an important component.

Creating Opportunities for Racial Equity

Our DE&I initiatives encompass our entire value chain of customers and institutions. That's why in 2021, we laid the groundwork to transition the Moody's Multicultural Customer Initiative (MMCI) into our Creating Opportunities for Racial Equity (CORE) program. MMCI, and now CORE, aim to develop partnerships, share expertise, invest capital and utilize software and services to assist community development financial institutions (CDFIs), minority depository institutions (MDIs), diverse finance companies and diverse asset managers.

Progress on our customer initiatives



DIVERSIFIED DEPOSITS

We have deposited a cumulative \$10 million in treasury deposits in Black-owned banks as of December 31, 2021.



DEVELOPED PARTNERSHIPS

Our scaling efforts have included multiple meetings, conversations and webinars with multicultural stakeholders such as banks, asset managers and potential partners.



SHARED EXPERTISE

From regional economic reports to our research on racial integration, we have shared reports, authored articles, briefed boards and executives and provided critical business data.



INVESTED CAPITAL

Moody's has invested \$5 million in Trident's fund — focused on equity investments in small / minority-owned businesses — and became a member of its advisory board.

Equity opportunities in action

CORE began with deposits in four CDFIs in fall 2020. Since that time we have expanded the program's scope by developing partnerships and sharing expertise with multicultural stakeholders. In addition, we invested in Trident, an institutional asset manager that supports underserved small businesses in the U.S., particularly in Black communities.

We intend to continue expanding the program over the coming years and look forward to taking specific measures to engage, empower and invest in underserved communities.



“ Having the right partnerships with organizations like Moody's allows Trident to identify and invest in Main Street small businesses, where other firms may not believe opportunities exist. The result is better returns for investors, better outcomes for underserved communities, and better chances for overlooked entrepreneurs to achieve the American Dream. ”

- Eric Taylor, Founder, CEO & CIO, Trident

Our CORE roadmap

PILLAR	1. ENGAGE		2. EMPOWER		3. INVEST
Strategic Themes	 <p>Broaden CORE's outreach, both internally and externally, and communicate</p>	 <p>Strategic education on Moody's capabilities, portfolio and overall products</p>	 <p>Long-term global growth and scale</p>	 <p>Leverage a streamlined and efficient cross-company approach</p>	 <p>Provide more access to and understanding of how to leverage capital</p>

Gender and Finance Research Hub

During Women's History Month in February 2021, we launched the [Gender & Finance Research Hub](#) with research collected from across the different business segments at Moody's.

Our research shows and reinforces the impact of gender equality across sectors and countries globally. For example, in celebration of International Women's Day, we published our [Breaking the Bias](#) report in March 2022. This report highlights why narrowing global gender gaps helps create a more sustainable, inclusive workplace and is an economic, business and financial imperative.

For more information on our policies regarding diversity, equity and inclusion, see [Additional Resources](#).

Key findings from the 2022 report include:

- » **ECONOMY:** Implementation of family-friendly policies, such as those in other developed countries, could boost U.S. GDP growth by almost \$1 trillion in the next 10 years.
- » **CORPORATE ACTION:** No corporate sectors achieved management-level gender parity in 2020 and almost half of all sectors have management teams averaging less than 25% female.
- » **CREDIT RISK:** Board-level gender diversity is correlated with higher credit ratings. Our data shows that women represent 35% of the boards of the companies with positive governance characteristics, while women hold only 21% of board seats at companies with highly negative governance features.
- » **SUSTAINABLE FINANCE:** Debt instruments earmarked for financing of projects tied to the advancement of gender equality have grown steadily, with about \$22 billion issued in 2021 and a cumulative \$70 billion since 2016.



Additional Resources

[2021 Annual Report](#)

[2021 Form 10-K](#)

[2020 Stakeholder Sustainability Report](#)

[Investor Relations website](#)

[Methodology Note](#)

[Stakeholder Sustainability microsite](#)

BETTER BUSINESS

[2022 Proxy Statement](#)

[2021 TCFD Report](#)

[Anti-Bribery and Anti-Corruption Policy](#)

[Code of Business Conduct](#)

[Code of Ethics for Chief Executive and Senior Financial Officers](#)

[Corporate Governance Charter Documents](#)

[Decarbonization Plan](#)

[Director and Shareholder Affiliation Policy](#)

[Environmental Sustainability Policy](#)

[Human Rights Statement](#)

[MIS Code of Professional Conduct](#)

[Modern Slavery and Human Trafficking Statement](#)

[Political Engagement & Public Policy Statement](#)

[Privacy Policy](#)

- » [Bureau van Dijk Privacy Policy](#)
- » [Bureau van Dijk Product Privacy Notice](#)
- » [Bureau van Dijk RDC Product Privacy Notice](#)
- » [Canadian Securities Institute Privacy Policy](#)
- » [Canadian Securities Institute Cookies Notice](#)
- » [Catylist Privacy Policy](#)
- » [MA Pulse Privacy Policy](#)
- » [MA NewsEdge Privacy Policy](#)
- » [Moody's Cookies Notice](#)
- » [Moody's Talent Community Privacy Notice](#)
- » [PassFort Privacy Policy](#)
- » [RealXData Privacy Policy](#)
- » [RealXData Cookies Notice](#)
- » [RMS Privacy Policy](#)

[Supplier Code of Conduct](#)

BETTER LIVES

[2020 Diversity, Equity and Inclusion Report](#)

[2020 EEO-1 Report](#)

[Affirmative Action and Equal Employment Opportunity Policy](#)

[Corporate Social Responsibility microsite](#)

[Diversity, Equity & Inclusion microsite](#)

[Gender & Finance Research Hub](#)

[Moody's Careers website](#)

[Moody's Foundation website](#)

BETTER SOLUTIONS

[ESG & Climate Solutions microsite](#)

[ESG Insights & Analysis hub](#)

MOODY'S

To learn more, please visit [moody's.com/diversity](https://www.moody's.com/diversity)

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