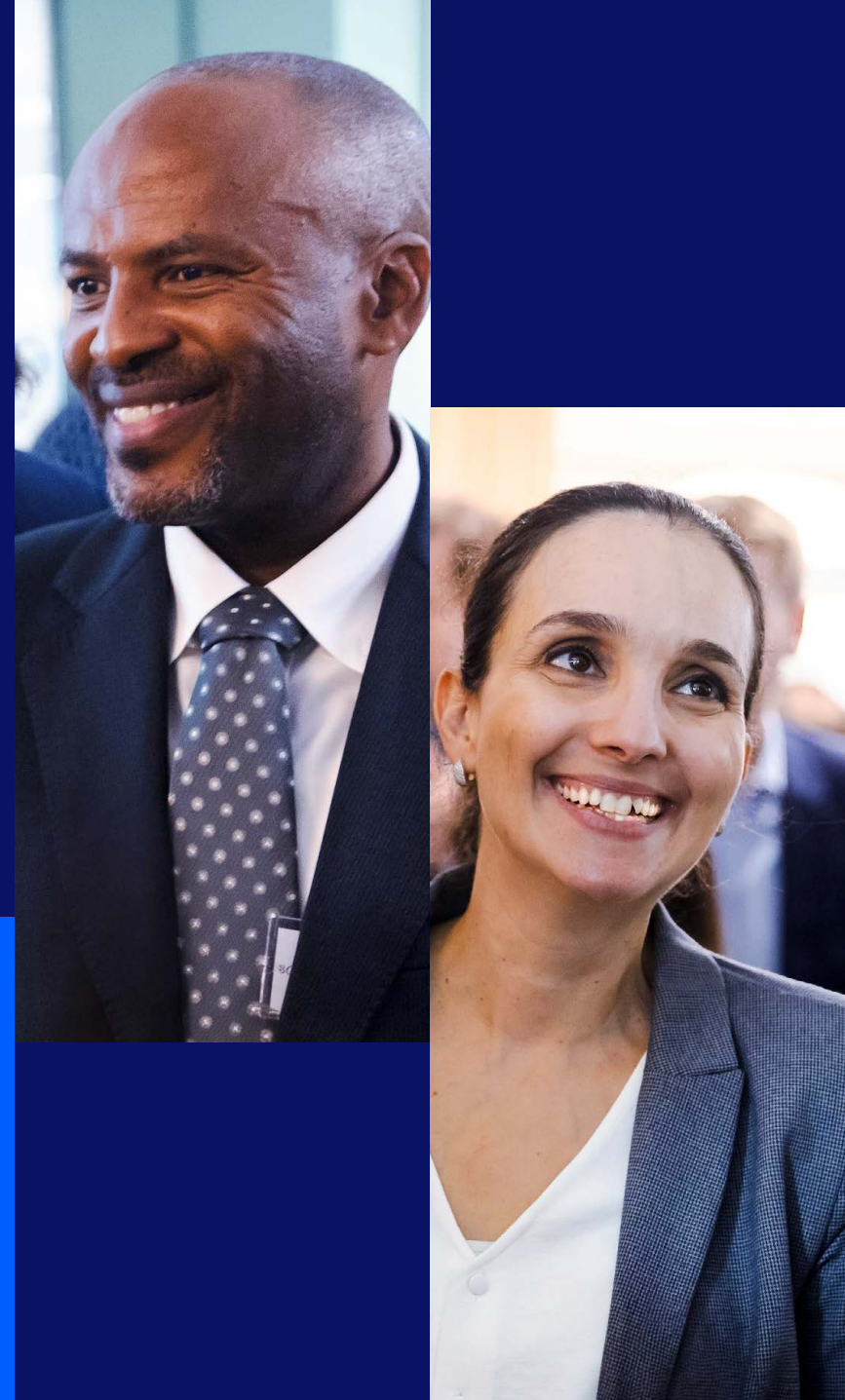


MOODY'S

Moody's France
Gender Equality Indices 2024



“At Moody’s we strive to create an inclusive environment where everyone feels a sense of belonging, and are committed to attracting, empowering and retaining the best talent. We welcome the opportunity to share our 2024 gender equality indices for France, and are pleased to have achieved the maximum score in a number of these metrics this year.

It is important to note that the indices are not the same as a gender pay equity analysis, which assesses the pay of women and men in comparable roles.

Moody’s pay practices are rigorous, equitable and fair. We complete annual pay equity reviews between women and men performing comparable roles, reporting the results to our Board of Directors and making adjustments as needed where we find discrepancies.”



Francisco Martinez-Garcia
Chief Inclusion Officer
Moody’s Corporation

ABOUT THE DATA

In France, we report gender equality index results for Moody’s Analytics SAS (MA), Moody’s France SAS (MIS) and Moody’s ESG Solutions France SAS (MESG).

The French government requires all companies of at least 50 employees based in France to report their ‘Gender Equality Index’ annually, with more detailed reporting requirements applied to companies depending on the number of people they employ.

MA has over 250 employees and is required to report five indicators, MIS and MESG have between 50 and 250 employees and are required to report four indicators.

Points are assigned to each indicator, with a total of 100 points. The sum of all the points earned then indicates the Company’s annual score and its performance in terms of equal pay.

Companies with a total score below 75/100 are required to take corrective actions; companies that score between 75/100 and 85/100 must set targets to improve all indicators where they did not achieve the highest possible score.

[Find out more](#) about our approach to pay equity and programmes to support the success and growth of our talent, including women.



Moody's France SAS (MIS)

REFERENCE PERIOD 1 MAY 2022 – 30 APRIL 2023

INDICATOR 1

Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by age group and equivalent job category



INDICATOR 2

Proportion of pay increases – including promotions – awarded to women in comparison to men



INDICATOR 3

Percentage of female employees with a pay increase in the year following their return from maternity leave - if pay increases were granted within the Company during their leave



INDICATOR 4

Proportion of men and women among the ten highest paid employees



Moody's ESG Solutions France SAS (MESG)

REFERENCE PERIOD 1 JANUARY 2023 – 31 DECEMBER 2023

INDICATOR 1

Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by age group and equivalent job category



INDICATOR 2

Proportion of pay increases – including promotions – awarded to women in comparison to men



INDICATOR 3

Percentage of female employees with a pay increase in the year following their return from maternity leave - if pay increases were granted within the Company during their leave

NOT REPORTED THIS YEAR*

INDICATOR 4

Proportion of men and women among the ten highest paid employees



*This year there is no data for indicator three, which looks at the relative proportion of pay rises for female employees returning from maternity leave, as there were no applicable examples in this reporting period. We have scaled our score 79/85 to 93/100, in line with the reporting requirements.



Moody's Analytics SAS (MA)

REFERENCE PERIOD 1 MAY 2022 – 30 APRIL 2023

INDICATOR 1

Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by age group and equivalent job category



INDICATOR 2

Proportion of pay increases – not related to promotions – awarded to women in comparison to men



INDICATOR 3

Proportion of promotion increases awarded to women relative to men in comparable jobs



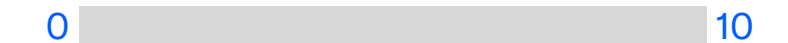
INDICATOR 4

Percentage of female employees with a pay increase in the year following their return from maternity leave - if pay increases were granted within the Company during their leave



INDICATOR 5

Proportion of men and women among the ten highest paid employees





GENDER EQUALITY AT MOODY'S

We are pleased with our strong scores this year across a range of indicators and will strive to maintain this success.

We are also committed to improving other areas where we did not achieve the maximum score, in partnership with the MA, MESG and MIS works councils, focussing in particular on indicators 1 and 5 at MA.

- **Indicator 1:** Pay gap between men and women, calculated on the basis of average remuneration of women compared to men by age group and equivalent job category
- **Indicator 5:** Proportion of men and women among the ten highest paid employees

We will do this by looking at the skills and experiences required for the highest paying positions and through our process of assessing and developing talent, we will identify successors who have the skills for these roles and who can help us achieve a better gender balance at every level of our business.

MOODY'S

moodys.com/about