

MOODY'S

# UK Gender Pay Gap Report 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 at every level.

Our UK gender pay gap data reflects the proportion of women and men in more senior roles, and is 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.

I confirm that the data in this report is accurate.”



Francisco Martinez-Garcia  
Chief Inclusion Officer  
Moody’s Corporation

#### ABOUT THE DATA

The UK Gender Pay Gap regulations require UK companies with 250+ employees to set out the difference between average earnings of men and women as a proportion of what men earn.

This report is based on data taken on the 5<sup>th</sup> of April every year, and includes information on:

- The gender pay gap - the difference between the average (mean and median) earnings of men and women
- The gender bonus gap - the difference between the average (mean and median) bonus pay of men and women
- The percentage of men and women in each pay quartile
- The percentage of men and women receiving bonus pay

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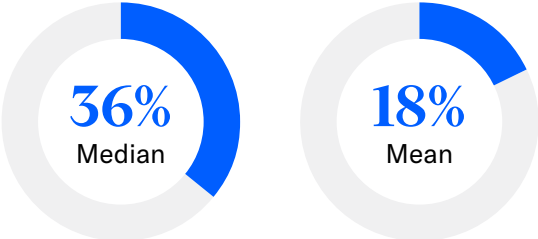
[Find out more](#) about our approach to pay equity and programmes to support the success and growth of our talent, including women.



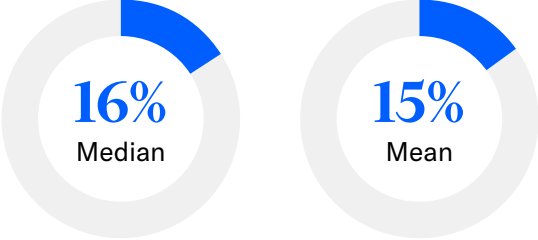
# Gender pay gap data

## MOODY'S ANALYTICS UK LIMITED

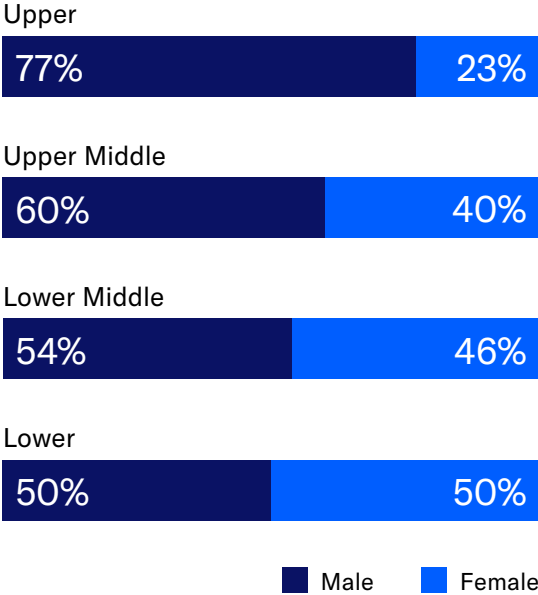
### BONUS GAP STATISTICS



### PAY GAP STATISTICS



### PAY "QUARTILE" STATISTICS



**92%** MALE  
**94%** FEMALE

Proportion of males and females receiving bonus

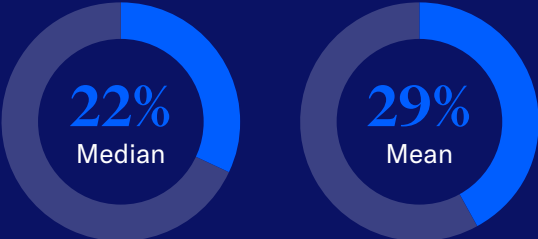
**700**  
MA STAFF IN THE UK

This report shows the overall median and mean gender pay gap based on hourly rates of pay within the pay period, which included 5 April 2023, and in bonuses paid in the 12 months prior to 5 April 2023. Included in the bonus calculation are payments received as part of the Moody's Performance Incentive Compensation (PIC) plan, the MA Commission plan, the vesting of Restricted Stock Units (RSUs), the exercise of Stock Options, any employment retention payments, any sign-on bonus and any other forms of compensation.

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## MOODY'S INVESTORS SERVICE

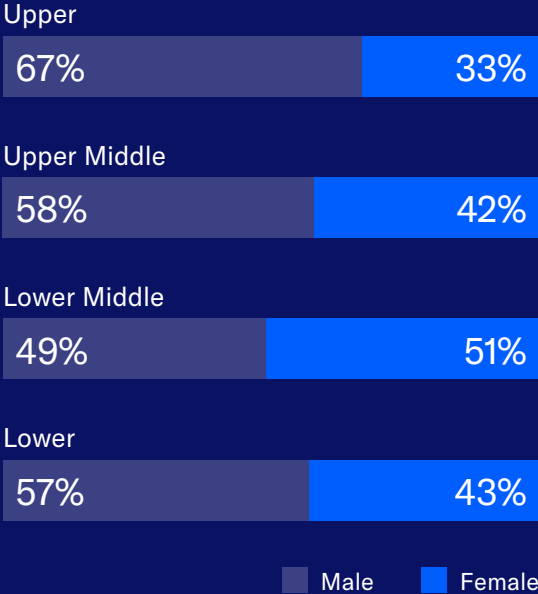
### BONUS GAP STATISTICS



### PAY GAP STATISTICS



### PAY "QUARTILE" STATISTICS



**95%** MALE      **99%** FEMALE

Proportion of males and females receiving bonus

**378**  
MIS STAFF IN THE UK

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