

Gender Equal Pay Index 2022 - VIGEO SAS (Moody's ESG Solutions)

The French government requires all companies of at least 50 employees based in France to report their 'Equal Pay Index' annually.

This report covers VIGEO SAS, which is part of Moody's ESG Solutions (MESG) for the reporting period 1 January 2021 to 31 December 2021 and includes employees of VIGEO SAS who have worked for more than half of the year 2021, excluding apprentices and holders of a professional training contract ("contrat de professionnalisation"). Remuneration includes salaries, individual performance bonuses, collective bonuses and holiday pay.

This index was calculated using the Ministry of Labour, Employment and Integration's "Egapro Index" simulation tool.

For companies with 50 to 250 employees, the Equal Pay Index is comprised of 4 indicators. A number of points are assigned to each indicator for 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.

The gender equality index takes into account the following indicators:

- Pay gap between men and women, calculated on the basis of the average remuneration of women compared to men by group of positions and age group (40 points);
- Proportion of pay increases awarded to women in comparison to men (35 points);
- 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 (15 points);
- Proportion of men and women among the highest ten salaries (10 points).

The first indicator (the pay gap) was calculated according to job levels and age group. Job levels used for the calculation of this indicator are the ones used more broadly within Moody's to describe positions with a similar level of responsibility.

Job levels:

- Associate;
- Assistant Director;
- Associate Director and AVP;
- Director and VP;
- Senior Director, SVP and MD.

Within each job level, salaries were classed according to the following age groups:

- Under 30;
- 30 to 39;
- 40 to 49;
- 50 and over.

VIGEO SAS score for the period 2021 is 83/100:

- Indicator 1: 38/40 points
- Indicator 2: 25/35 points
- Indicator 3: 15/15 points
- Indicator 4: 5/10 points

VIGEO SAS welcomes the French government's efforts to address gender equality through metrics and transparency, and as such is committed to maintaining a high Equal Pay Index score in subsequent reports.

Moody's is committed to continuing to promote fair and equitable compensation practices, as well as initiatives that enhance diversity and inclusion through recruitment, career development, leadership development and culture.

For more details on our commitment to diversity and inclusion, please visit our website: <https://about.moody's.io/diversity>