

VIGEO SAS (Moody's ESG Solutions) Equal Pay Index – Supplementary Report

At Moody's we know our success relies on our diverse and inclusive culture. We support women at all stages of their career through dedicated global programmes and focus on attracting and retaining diverse talent.

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

For companies with between 50 and 250 employees, the Equal Pay Index is comprised of 4 indicators.

Points are assigned to each indicator, up to a total of 100. The total points indicate the Company's annual score and performance in terms of equal pay, with a minimum required score of 75. This year Moody's VE SAS scored 83/100 points.

From 2022, companies that score below 85 points must define and publish the steps they take to improve their Equal Pay Index.

We are committed to improving indicators where we did not achieve the highest possible score and will regularly review our progress against these objectives.

Indicator 1: 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

For the period 2022 (score published in 2023), we intend to reduce the pay gap to a minimum of less than 1.5%, which will correspond to a score of 38/40 points; in 2023 (score published in 2024), we intend to reduce the pay gap to 1% and reach a minimum score of 39/40.

Indicator 2: Proportion of pay increases awarded to women in comparison to men

For the period 2022 (score published in 2023), we intend to achieve the same proportion of men and women awarded pay increases, which will correspond to the maximum score of 35/35 points.

To achieve both these goals we will:

- Conduct an additional pay comparison exercise during 2022, including an assessment of external market rates.
- Provide targeted information to managers on pay equity as part of our annual remuneration review to promote consistency, and highlight obligations around pay increases for employees returning from maternity leave where relevant.

Indicator 4: Proportion of men and women among the highest ten salaries

For the period 2022 (score published in 2023), we intend to maintain at least the same number of women in the 10 highest salaries; in 2023 (score published in 2024), we intend to increase the number of women in this group.

To achieve this goal, we will identify the employees in the top 30 earners who could potentially expand their roles into a more senior position with higher remuneration and set up a development plans to help them progress into a higher earning role.

We recognise it takes continuous commitment to create lasting change and invest significant resources into our recruitment, talent planning and development initiatives in France and globally.

You can find out more about our approach to diversity, equity and inclusion at <https://dei.moodys.io/>.