

MOODY'S

*Moody's France Gender
Equality Indices*

2025



At Moody's, we unite the brightest minds to turn today's risks into tomorrow's opportunities. We are committed to attracting, empowering and retaining the best talent by cultivating an environment where everyone feels a sense of belonging.

We welcome the opportunity to share our 2025 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

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.

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).

For the reference period applicable to this report MA had over 250 employees and is required to report five indicators, MIS and

MESG had 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 each 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 programmes to support the success and growth of our talent, including women.

Moody's France SAS (MIS)

REFERENCE PERIOD 1 MAY 2023 – 30 APRIL 2024

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 (MESG)

REFERENCE PERIOD 1 JANUARY 2024 – 31 DECEMBER 2024

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 Analytics SAS (MA)

REFERENCE PERIOD 1 MAY 2023 – 30 APRIL 2024

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



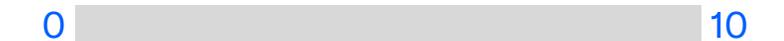
INDICATOR 4

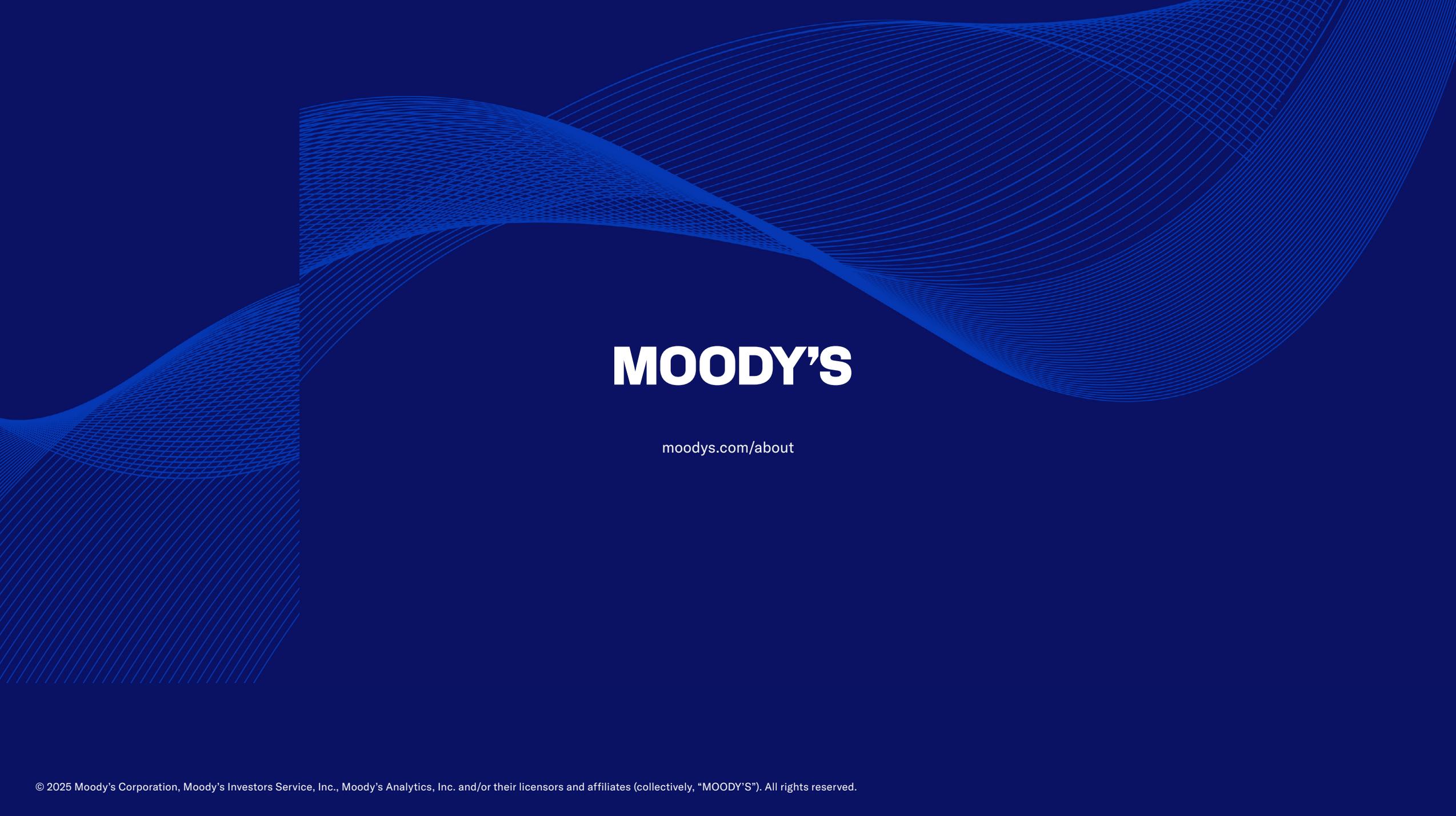
Percentage of female employees with a pay increase in the year following their return from maternity leave - if pay increases were granted within the Company during their leave



INDICATOR 5

Proportion of men and women among the ten highest paid employees





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