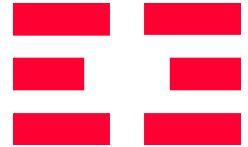


Moody's

Moody's

Locations: New York (HQ)

Industries: Diversified Financials

RISK LEVEL:**High Risk****DESCRIPTION:**

Moody's, a financial services company, has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, Moody's increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Moody's forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not protect its employees against viewpoint discrimination. Moody's also pledged \$1 million to promote racial justice including a \$100,000 donation to the Equal Justice Initiative (EJI). The company discriminates against religious organizations in its charitable giving and funds LGBTQ organizations. Moody's is a Ceres Network Member, committed to carbon neutrality by 2040, and its CEO is a member of the Business Roundtable. The company is a member of the Net Zero Financial Service Providers Alliance. However, the company does not lobby for ideological purposes. For these reasons, Moody's receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Moody's received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, Moody's has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Moody(1)(2). The Moody's Foundation will not fund donations to "religious organizations for religious purposes" (3).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Moody indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation,

transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Moody's does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Moody indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). customers and harming shareholders. Moody's signed an open letter in support of the Equality Act (3). The company also created a diversity ranking and ranks companies in accordance with its supplier diversity and philanthropy practices (4) is a Ceres Network Member, committed to net zero carbon emissions by 2040 and the company's CEO is a member of the Business Roundtable (5)(6)(7). The company is a member of the Net Zero Financial Service Providers Alliance, committed to net zero carbon emissions by 2050 (8).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Moody indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). customers and harming shareholders (3). The company is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) (4).

Uses corporate political contributions for ideological, non-business purposes. High Risk

Moody indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Moody's does not operate a PAC at this time but has not lobbied for ideological purposes (3)(4)(5).

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