

## **MOODY'S CORPORATION GOVERNANCE & NOMINATING COMMITTEE CHARTER**

### **Purpose**

The primary purpose of the Governance & Nominating Committee (the "Committee") is to: (a) develop and recommend to the Board of Directors (the "Board") a set of corporate governance principles; (b) perform a leadership role in shaping the corporate governance of Moody's Corporation (the "Company"); (c) engage in succession planning for the Board; (d) identify individuals qualified to become Board members, consistent with criteria approved by the Board; and (e) recommend to the Board the Company's director candidates for election at the annual meeting of stockholders.

### **Membership and Meetings**

The Committee shall be comprised of at least three directors, including a chairman, as appointed by the Board. Each member of the Committee shall meet the independence requirements of the New York Stock Exchange ("NYSE") for directors, as determined by the Board. A subsequent determination that any member of the Committee does not satisfy the foregoing requirements shall not invalidate any action theretofore taken by the Committee except to the extent required by law or determined appropriate to satisfy any regulatory standards.

Meetings shall be held on a regularly scheduled basis and additional meetings shall be held as needed. The Committee shall keep written minutes of its meetings and report to the Board on its activities on a regular basis.

### **Duties and Responsibilities**

In addition to any other responsibilities that are delegated to it from time to time by the Board, the Committee shall have authority to undertake the following:

### **Director Nominations and Board Succession Planning**

1. The Committee shall periodically review the skills, experience, characteristics and other criteria for identifying and evaluating directors, and recommend these criteria to the Board. These criteria include, among other things, an individual's business experience, qualifications, attributes and skills relevant to the management and oversight of the Company's business, independence, the ability to represent diverse stockholder interests, judgment, integrity, the ability to commit sufficient time and attention to Board activities, and the absence of

potential conflicts or the appearance of conflicts with the Company's business and interests.

2. The Committee shall annually evaluate the composition of the Board to: (a) assess whether the skills, experience, characteristics and other criteria established by the Board are currently represented on the Board as a whole, and in individual directors, and assess the criteria that may be needed in the future; and (b) assess the effectiveness of efforts to seek a diversity of occupational and personal backgrounds on the Board in order to obtain a range of viewpoints and perspectives and to enhance the diversity of the Board.
3. The Committee shall, as part of the search process for each new director, include women and minorities in the pool of candidates (and instruct any search firm the Committee engages to do so).
4. The Committee shall be responsible for:
  - identifying, reviewing the qualifications of, and recruiting new candidates for Board membership;
  - overseeing a process for annually assessing the qualifications, performance and contributions, and the independence of incumbent directors in determining whether to recommend them for reelection to the Board;
  - establishing and overseeing a procedure for the Company's stockholders to recommend Board candidates for consideration by the Committee;
  - recommending to the Board the Company's candidates for election or reelection to the Board at each annual stockholders' meeting and candidates to fill vacancies and newly-created directorships on the Board that occur between annual meetings;
  - overseeing the Company's CEO succession planning, including policies and principles for CEO selection and succession in the event of an emergency or the retirement of the CEO, and report the recommendation to the Board;
  - discussing succession planning for the Board and key leadership roles on the Board and its committees; and
  - reviewing and recommending to the Board whether to accept any resignation tendered pursuant to Company governance practices.

## **Corporate Governance**

5. The Committee shall consider and make recommendations to the Board regarding the size, structure, composition and functioning of the Board and its committees.
6. The Committee shall recommend committee members to the Board for appointment by the full Board and shall consider periodically rotating directors among the committees.
7. The Committee shall periodically review the Board's leadership structure and recommend changes to the Board as appropriate, and make a recommendation to the independent directors regarding the appointment of a lead independent director.
8. The Committee shall annually review the Company's Corporate Governance Principles and recommend revisions to these principles, as necessary.
9. The Committee shall review and recommend to the Board retirement and other policies regarding directors' terms.
10. The Committee shall review and approve all directorships (and similar governance oversight positions) offered to directors of the Company, the CEO and other executive officers of the Company at: (a) other public companies, and (b) other entities that issue public debt or hold ratings from Moody's Investors Service.
11. The Committee shall oversee an annual evaluation of the Board, its committees and individual directors.
12. The Committee shall be responsible for overseeing an orientation program for new directors and continuing education for current directors.
13. The Committee shall oversee the Company's stockholder engagement program, and make recommendations to the Board regarding its involvement in stockholder engagement.
14. The Committee shall review, and make recommendations to the Board regarding, stockholder proposals submitted to the Company, as appropriate.
15. Except to the extent specifically allocated to another committee of the Board, the Committee shall oversee sustainability matters, including significant issues of corporate social and environmental responsibility, as they pertain to the Company's business and long-term value creation for the Company and its stockholders, and make recommendations to the Board regarding these issues.

16. The Committee shall oversee risks related to governance, including with respect to succession planning for the Board, and sustainability matters.

### **Evaluation and Charter**

17. The Committee shall evaluate its performance annually, review and reassess the adequacy of this Charter annually, and recommend changes to this Charter to the Board as appropriate.

### **Outside Advisors; Authority and Delegation**

18. The Committee shall be empowered to retain, at the Company's expense, such search firms, consultants, counsel or other outside advisors as it determines appropriate to assist it in the performance of its functions and shall receive appropriate funding from the Company, as determined by the Committee, for payment of compensation and other expenses of any such advisors.
19. The Committee shall be empowered to access all books, records, facilities, personnel, agents and advisors of the Company as it deems necessary or appropriate to discharge its responsibilities under this Charter.
20. The Committee may delegate its authority to subcommittees or the chairman of the Committee when it deems appropriate and in the best interests of the Company.