



Moelis Sustainability Report 2024

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Message from Our Chairman and CEO

We faced a complex and uncertain market environment in 2023 driven by a myriad of factors including difficult financing conditions, a growing threat of inflation, geopolitical pressure, and a series of historic bank failures. During this time, Moelis & Company's ability to seamlessly integrate across sectors, products, and regions were important differentiators for our Firm. We drew on our strengths of creativity, global connectivity, and deep relationships to support the evolving needs of our clients and deliver innovative solutions.

During 2023, we leveraged the unique market opportunity to invest significantly in talent. We promoted eight Managing Directors and hired 24 MDs throughout the year, strengthening our capabilities across the largest industry fee pools and enhancing our regional and product expertise. We also launched a dedicated Clean Technology effort to support our clients in their decarbonization and energy transition objectives. This integration of talent has enhanced our client service offering and strengthened our collaborative culture.

Our robust recruiting programs and strategic partnerships support our talent pipeline, ensuring we attract exceptional individuals at every level. This report highlights our partnerships and initiatives aimed at attracting and retaining diverse talent. Upon joining our Firm, employees become part of an inclusive environment enriched with a variety of initiatives and benefits designed to help every individual thrive and reach their full potential. Recently, we expanded key programs to better support the unique needs of our workforce, including launching a comprehensive well-being and behavioral health platform featuring a variety of resources for our employees and their families.

As an organization, we are committed to having a positive impact on the communities in which we operate. Through the Moelis Community initiative, our colleagues participated in more volunteer events this year than ever before, and we supported nearly 40 organizations worldwide, details of which you will find within this report.

We recently welcomed Dr. Louise Mirrer to our Board, who will serve as an Independent Director. Louise brings a unique and valuable perspective to our Board with extensive experience and proven leadership in academia and the non-profit sector.

Looking ahead, I am confident in the strength of our franchise and our ability to service our clients at the highest level. M&A activity is recovering and the capital markets remain active, with investors eager to deploy capital. Moreover, clients are increasingly turning to our Firm's broad expertise for liability management solutions with a strong demand for innovative deal structures employing hybrid capital. Our strategic investments, expanded capabilities, and integrated advisory services position us well to seize these opportunities and deliver exceptional value to our clients, employees, communities, and shareholders.

Ken Moelis

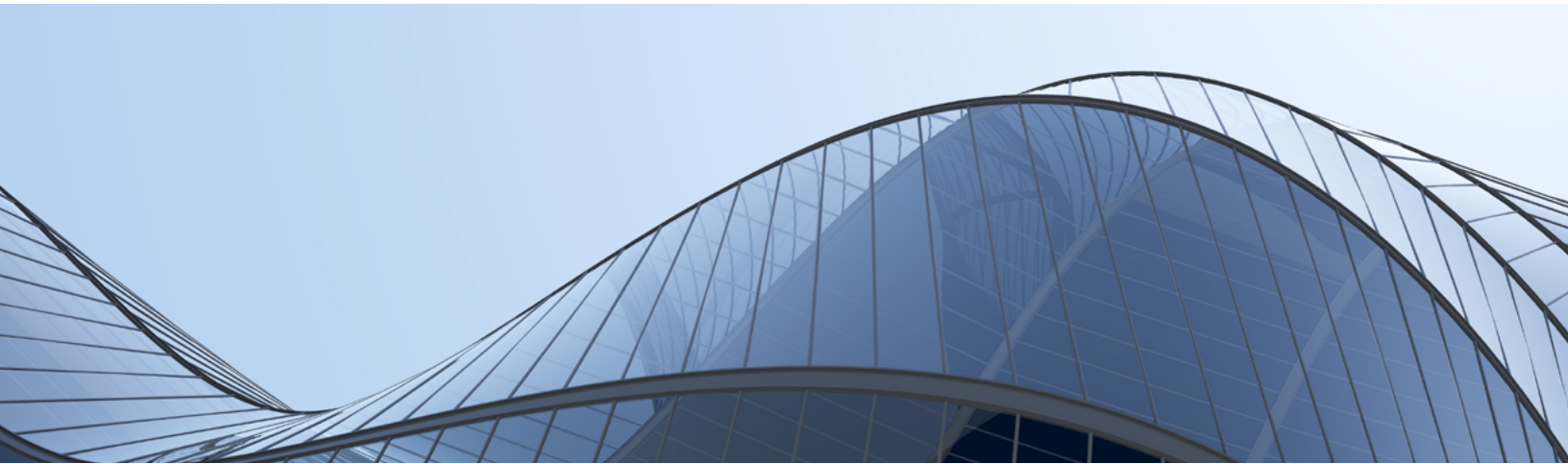
Chairman & Chief Executive Officer

“We are pleased to share our 2024 Sustainability Report, which highlights Moelis’s initiatives to advance our environmental, social, and governance programs. The Board of Directors is committed to providing support for these important initiatives and to reviewing and assessing our ESG guidelines regularly.

The Board is also delighted to welcome Dr. Louise Mirrer, President and CEO of the New York Historical Society, as our fourth independent director. She will bring a unique perspective and leadership that will be greatly beneficial to the Firm.”

Kenneth Shropshire

Lead Independent Director



About Our Sustainability Report

This report addresses how we think about our Firm, our people, our community and our governance through the lens of environmental, social and governance (ESG) best practices. Because our business is driven by the strength of our relationships, the primary focus of this report is on our people.

As a global, multicultural firm, we are committed to building a workforce with diversity of thought and perspective that is representative of the breadth of clients we advise around the world. We have built an inclusive culture focused on cultivating relationships through trust, partnership, training and development, and strong ethics. As you will read, we have established programs to promote diverse recruitment practices, internal talent development, and investment in the health and well-being of our people.

We will continue to evaluate our corporate sustainability and provide updates in future reports.

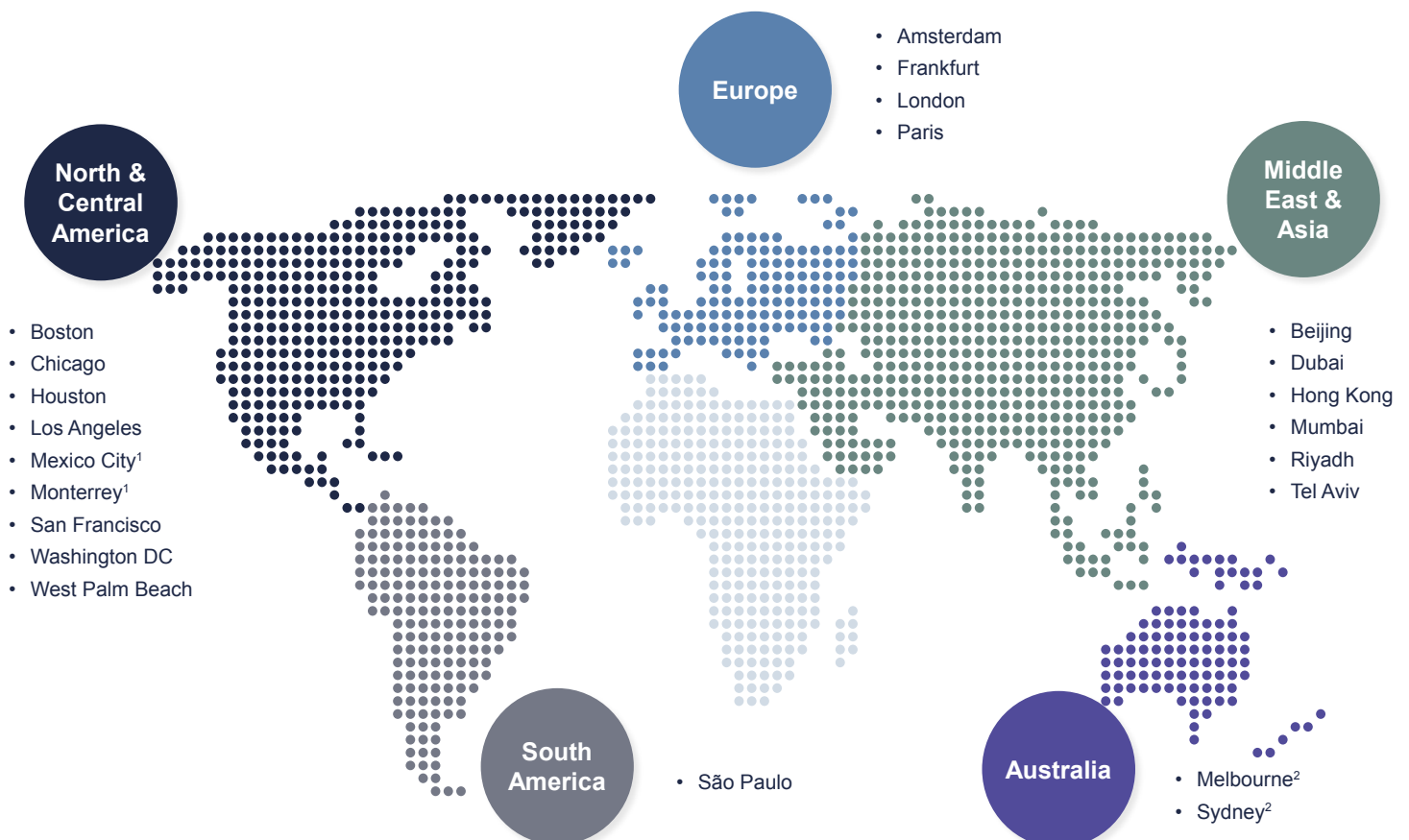
Our Firm

Moelis is a leading global independent investment bank that provides innovative strategic and financial advice to a diverse client base. We assist our clients in achieving their strategic goals by offering comprehensive, globally integrated financial advisory services across all major industry sectors. Our dynamic advisory practice supports clients through all phases of the business cycle with expert capabilities in M&A and Strategic Advisory, Capital Structure Advisory, Capital Markets and Private Funds Advisory. We serve our clients with over 800 advisory professionals, including approximately 160 Managing Directors, based in 23 locations in the Americas, Europe, the Middle East, Asia and Australia.

At Moelis, we take a highly collaborative and global approach on every assignment to achieve creative solutions for our clients. We assemble multi-functional teams by integrating our bankers' deep industry knowledge and broad corporate finance experience with our global capabilities. When partnering with Moelis, clients can expect significant engagement with expert deal practitioners, first-class transaction execution, and the highest standard of confidentiality and discretion.

Moelis has built strong relationships both with our clients and with each other as a result of our broad advisory capabilities, collaborative spirit and track record of best-in-class transaction execution. We uphold our core values of partnership, passion, optimism, and hard work and have built an inclusive environment that enables our employees to thrive, which we believe results in the best outcomes for our clients.

Our Global Footprint



1. Strategic alliance with Alfaro, Dávila y Scherer, S.C.
2. Strategic alliance with MA Moelis Australia

Our Advisory Capabilities



M&A and Strategic Advisory

We partner with our clients in evaluating their most important decisions. We provide independent, unconflicted advice, which makes us uniquely suited to offer a range of advisory services including Mergers & Acquisitions, Special Committee Assignments, Shareholder Advisory, Risk Advisory, and Dispute Advisory.



Capital Markets

We structure and execute customized financing solutions and advise clients on all aspects of public and private equity and debt transactions.



Capital Structure Advisory

We help clients address a wide range of capital structure matters involving liability management, liquidity, debt maturity profile and quantum, optimal capital structure analysis, enterprise threatening litigation, and general balance sheet components.



Private Funds Advisory

We provide global strategic advisory and distribution capabilities to private fund sponsors, including primary fundraising, tailored capital raise solutions, and secondary market advisory including continuation funds.

ESG and Our Advisory Offering

ESG considerations have evolved beyond risk mitigation strategies to become important drivers of capital allocation and corporate decisions. Moelis's Shareholder Advisory group brings extensive expertise on ESG topics, providing strategic counsel to clients on matters including ESG benchmarking and assessments, activism, vulnerability and response work plans, shareholder engagement, and board education.

In addition, investing in our energy transition and clean technology efforts and delivering our expanded expertise to clients around the world has been a key strategic focus for the Firm. In September 2023, we formally launched a Clean Technology Group with a dedicated focus on energy transition, decarbonization, and sustainability. This group employs a multi-disciplinary approach drawing on experts from the Firm's Energy, Power & Infrastructure, Chemicals, Metals & Mining, Technology, and Services teams to bring bespoke and innovative solutions to clients. With the global energy ecosystem undergoing major consolidation and change, we are advising clients through their strategic evolution and working with them to evaluate how best to create value during this period of transformation. Our team has advised on more than \$60 billion worth of transactions globally.

Our People

At Moelis, we believe our people are our most valuable asset. We are committed to building a workforce with diversity of thought and perspective that is representative of the breadth of clients we advise around the world. We are focused on creating an inclusive environment and attracting and developing the brightest and most talented individuals from diverse backgrounds to create an environment that fosters collaboration, employee engagement, and innovation. This applies firmwide - across all levels and functions of our organization - as we recognize the contribution of all employees who, regardless of role, provide valuable contributions to Moelis and to our clients.

Our commitment to uphold a culture of respect and inclusion is driven by our executive leadership and our Board of Directors.



Moelis@Wharton Leadership Program - Class of 2024. Read more about the Program on page 9.

Our Collaborative Culture

We reinforce our culture of partnership and collaboration by bringing together multifaceted deal teams across products and geographies. Our employee initiatives and training and development opportunities encourage colleagues to connect on both a professional and personal level. Our recognition and rewards systems further reinforce the importance of these key values.

We provide ongoing feedback and formally review performance on an annual basis, which allows us to both recognize employee contributions and continue to identify and invest in areas of targeted development and professional growth.

Our annual compensation program emphasizes a combination of variable incentive compensation and deferred compensation in the form of restricted equity awards to align the interests of our employees with the long-term interests of the Firm, our clients, and our shareholders.

Building a Diverse Workforce - Recruiting

We seek to attract the brightest talent, and this begins on college campuses. We have a dedicated campus recruiting effort focused on the world's leading undergraduate and graduate programs, and we have developed relationships with a variety of associations and diversity groups which has enhanced the talent pool and hiring of Analysts and Associates into all of our global offices.

Once we have recruited junior professionals to our platform, we are dedicated to their development, providing them with the tools to grow their careers at Moelis. These opportunities are provided globally. Our goal is to develop our brightest and most ambitious professionals into productive Managing Directors. Currently, 50% of our Managing Directors have been promoted internally to this position, and our employees continue to build long-term careers at our Firm.

For more information about careers at Moelis, visit: www.moelis.com/careers



Recruiting Programs

We offer internship programs and experiential learning with the objective of attracting high-performing individuals to become full time employees.



LEADERSHIP DEVELOPMENT PROGRAM

Our two-day Leadership Development Program is now in its ninth year. College sophomores who are invited to join the program hear from guest speakers in the investment banking industry, network with employees at our Firm, and engage in case study discussions regarding real-life deals while learning about the role bankers play.

Participants are offered the opportunity to interview for intern positions at the end of the program.



MOELIS VETERANS PROGRAM

The Moelis Veterans Program is an in-person experience that provides skill-based and banker-led training, as well as opportunities to network with bankers across multiple teams.



US RISE ABOVE FELLOWSHIP

The Rise Above Fellowship is awarded to MBA students who embody our culture of collaboration and demonstrate academic excellence.

Recruiting Partnerships

BLK CAPITAL MANAGEMENT GROUP

In collaboration with BLK, a 100% black-owned and student-run nonprofit, we invite students to attend learning events hosted by bankers in our New York headquarters.

FORTE FOUNDATION

Forte partners with companies to introduce women to fulfilling, significant careers through access to business education, professional development, and a supportive community of successful women.

OUT4UNDERGRADS

Our sponsorship of Out4Undergrads connects undergraduate LGBTQ+ college students with opportunities and careers in the finance industry.

SPONSORS FOR EDUCATIONAL OPPORTUNITY (SEO)

Our partnership with SEO in the UK connects undergraduate and post-graduate students to global industries, including the finance industry. SEO is the charity partner to Insight into the Independents, a series of events that celebrates and promotes diverse talent entering the independent banking industry and helps close the opportunity gap by elevating students from all geographies.

Our 2024 campus programs comprised:

90+ Universities

44+ Languages Spoken

300+ Participants



“I was treated like a full-time analyst and got a ton of responsibility for an undergrad - significant live deal experience, opportunity to actually experience what being a banker is like, access to senior firm executives and mentorship opportunities.”

Moelis Intern Participant



“I learned a lot about Moelis being an entrepreneurial, team-oriented, and intellectually stimulating place to work - looking forward to applying to the Summer Analyst program.”

Moelis Leadership Development Program Participant

Developing Our Talent - Moelis Academy

Moelis Academy is a firmwide training and development destination for employees, supporting our ongoing commitment to learning and significantly expanding our educational opportunities, resources, and materials. Moelis Academy and its programs demonstrate the Firm's commitment to developing our team and advancing the Moelis culture, work quality, and employee fulfillment.



**Leadership
Development**



**Personal
Development**



**Skill-based
Training**



e-Learning



Moelis Analyst and Associate Global Training Program and Continuing Education

To support our new Analysts and Associates in reaching their full potential, we provide continuous professional development, including dynamic real time learning; unparalleled live deal experience; quality exposure to senior bankers and clients; cultivation of lasting mentor relationships; and invaluable networking opportunities. We also host an initial five-week technical training intensive that equips each Analyst and Associate with foundational knowledge and tools for a successful career.

Moelis@Wharton Leadership Program

Moelis@Wharton is a multi-day immersive leadership development program offered to our promotion classes, providing leadership and management training from Wharton faculty and senior bankers.

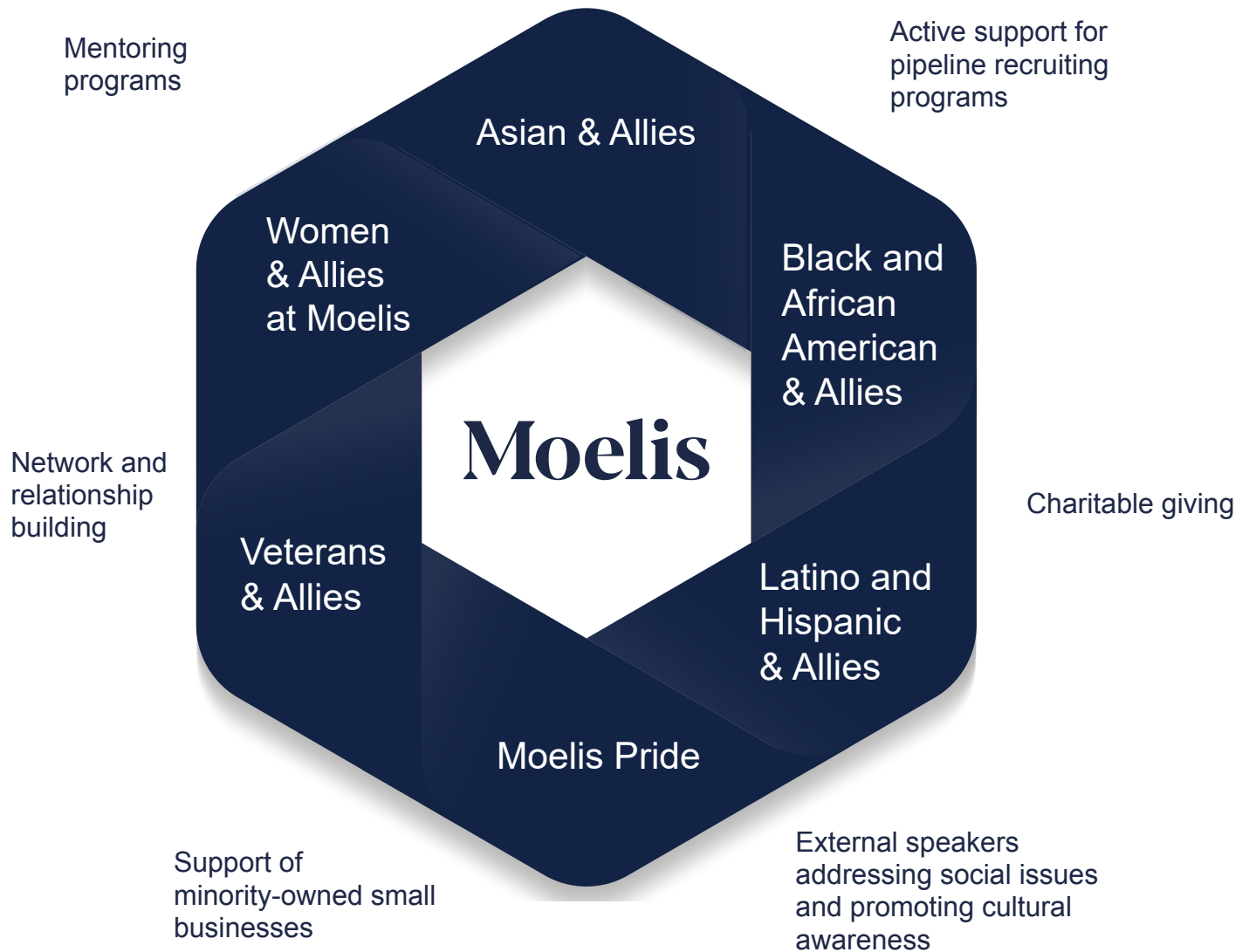
Moelis Compass

Moelis Compass is a proprietary program that provides networking, targeted skill-based learning and career development opportunities as part of the Moelis Academy. The program currently includes cohorts and participation of our female talent across the Firm.

Supporting our People and Each Other

Employee Networks

Our Employee Networks include individuals who identify as members of underrepresented groups and their allies. These forums are sponsored by our leadership team and are designed to advance our culture of inclusion, support career development, and create a framework for global connectivity.



1/3 of employees globally participate in at least one Employee Network

Health and Well-being

We provide benefits and access to personalized care plans and initiatives globally. We focus on the health and wellness of our employees through a broad range of services that enable access and personal support for individuals and their families, including at critical life inflection points. We continue to respond to feedback from our team to address the changing needs of our workforce.

Behavioral Health

An ongoing focus on our employees and their families' well-being is of critical importance. We have launched a partnership with Lyra Health, a comprehensive and confidential well-being and behavioral health platform available to all employees and their families. Self-directed care, behavioral health coaching, education, and mental health therapy are available to all of our employees and their families globally.

Health Benefits

Proactive health planning programs and support to address medical conditions are available to all our employees and their families. These include:

- Health care and life insurance plans
- Time away from work programs
- Wellness week with a focus on mental, physical, and financial health
- Virtual access to physical and mental healthcare, including urgent treatment
- Discount partnerships with leading health and wellness vendors



Family and Caregiver Benefits

Supporting our employees as they plan for the individualized and changing needs of their families is critical. Our employees globally have access to:

- Paid parental leave
- Flexible transition back to work following parental leave on full pay
- Fertility and family planning benefits including surrogacy and adoption
- Extended child, adult, and elder back-up care in the US and UK

20

Weeks of paid parental leave for any primary caregiver in all geographies

Our Communities

At Moelis, we are committed to conducting our business with integrity, building and growing an inclusive culture, strengthening local and global partnerships, and utilizing our resources to enhance positive impact in the communities in which we operate.

Corporate Philanthropy & Community Engagement

Alongside support for the local communities where we operate, our global Corporate Social Responsibility program promotes teamwork within the Firm through volunteerism and group fundraising efforts. In 2023, our Moelis Community initiative saw record participation, with our team serving diverse community needs and supporting nearly 40 organizations worldwide. Select organizations and programs we engaged with include:



Moelis Community

At Moelis, our culture is enhanced by engaging with each other. Through our Moelis Community initiative, we deepen our relationships through showcasing each other's achievements, facilitating teambuilding activities, and supporting our own communities around the globe.



Volunteering at the Central Park Conservancy - New York



Volunteering at AHoy Center - London



Serving as Stock Market Program Instructors for 8th graders - Chicago



Picking out Toys for Tots - Washington D.C.



Volunteering at City Harvest - London

Our Footprint

Although our direct environmental impact is limited, Moelis is committed to managing our global footprint. Moelis's environmental guidelines include:

- Commitment to monitor our Firm's progress on environmental initiatives
- Acknowledgment of carbon footprint impact due to transportation
- Enhancement of current initiatives



Transportation

- We inform employees about the use of environmental-friendly alternative forms of transportation
- Travel requests include a carbon impact visual, which allows us to educate employees about the carbon impact of travel



Conserving Energy

- Energy-efficient appliances are used throughout our offices
- LED lights and sensors are used to conserve energy
- We have transitioned from physical in-house servers to cloud-based servers to reduce our power consumption
- We have introduced energy-efficient laptops and monitors across our global offices



Minimizing Waste

- We limit unnecessary printing in our offices
- We donate electronic equipment to schools and local charities
- We partner with a charitable organization at our headquarters in New York following client and employee engagement activities to redistribute excess food to those experiencing food insecurity



Recycling

- All of our US offices recycle, and we are working towards implementing this practice at our offices across the globe

Our Governance

Moelis is committed to strong corporate governance practices that align with the core values of our Firm and protect the interests of our stakeholders including our shareholders, clients, employees, and communities. We believe our excellence in governance, ethics, and business conduct is core to our success and reinforced by our collaborative corporate culture.

Governance Highlights

- Majority Independent Board
- Fully Independent Committees
- Annual Director Elections
- Majority Voting on the Election of Directors
- Lead Independent Director
- Annual Board and Committee Assessments
- Succession Planning
- Diversity of Skills and Experiences
- Continuous Engagement with Shareholders

Board of Directors

Moelis's Board of Directors brings a diverse set of skills, backgrounds, and experiences that are an asset to both our Firm and to our shareholders, and reflect our Firm's commitment to fostering a culture of inclusion.

Our Board of Directors has three standing committees: Audit Committee, Compensation Committee, and Nominating and Corporate Governance Committee. Charters for each Committee can be found in the Investor Relations section of our website at investors.moelis.com.

Our CEO also holds the position of Chairperson of the Board. Ken Shropshire serves as our Lead Independent Director, an important role and best practice at companies where the roles of CEO and Chairperson are combined. The responsibilities of our Lead Independent Director are outlined in our updated Corporate Governance Guidelines.

Our Board of Directors is responsible for overseeing our governance and risk framework and ESG practices.

Our executive management team is responsible for identifying, evaluating, and managing risks on a day-to-day basis. Our executive officers meet regularly with our Board to identify and discuss enterprise-wide risks related to business, financial, legal, regulatory, competition, talent management, information, ESG, and cybersecurity and any other areas identified by management or our Board.

Our Board of Directors recognizes the growing importance of ESG matters and oversees Moelis's ESG efforts, sustainability initiatives, and diversity and inclusion strategy. To keep pace with the ever-changing ESG landscape, our executive team regularly updates our Board on the Firm's ESG initiatives.

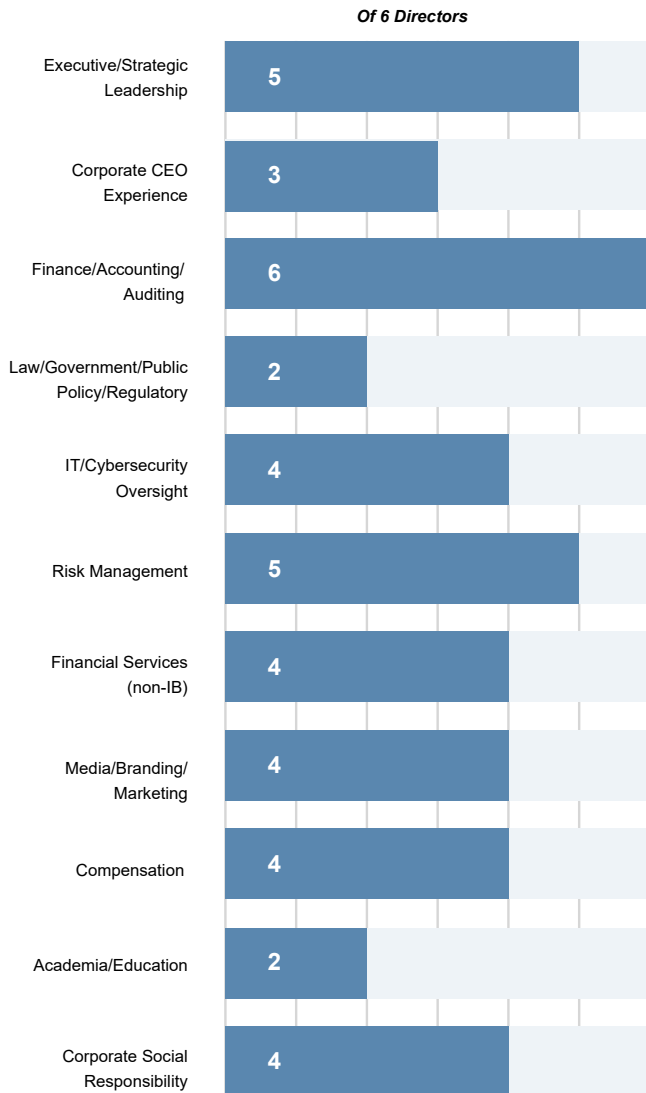
Introducing our new Director, Dr. Louise Mirrer

Dr. Louise Mirrer brings a unique and valuable perspective to our Board with her extensive experience and proven leadership in the non-profit sector and academia. As President and CEO of the New York Historical Society since 2004, she has significantly enhanced its position as a leading cultural and educational institution. She oversaw the organization's \$100 million capital campaign, increased the institution's annual visitorship to nearly half a million, and launched numerous groundbreaking exhibitions.

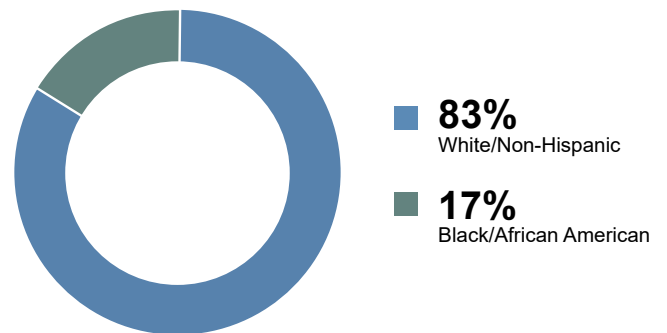
Louise's academic credentials include a double Ph.D. from Stanford, a graduate Diploma from Cambridge, and a BA from the University of Pennsylvania. Her scholarly work and notable leadership roles in academia include Vice Provost at the University of Minnesota -Twin Cities and Executive Vice Chancellor for Academic Affairs at the City University of New York in addition to a distinguished career as a professor at Fordham University and UCLA.

Board Composition ^{1,2}

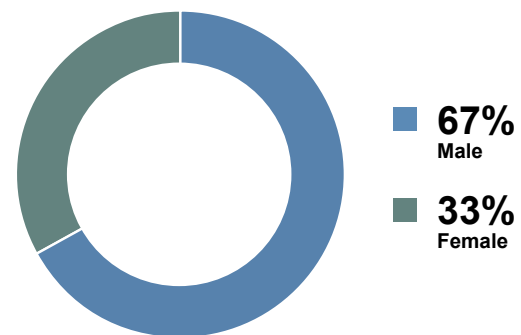
Diverse Skills and Experiences of Our Directors



Racial/Ethnic Representation of Our Directors



Gender Representation of Our Directors



(1) The demographic information presented is based on voluntary self-identification. One out of six directors identifies as Black/African American, and two out of six directors identify as female.

(2) Includes Dr. Louise Mirrer who joined our Board in September 2024.

Risk Framework

We are exposed to a number of risks, and we regularly identify and evaluate these risks and our risk management strategy.

Management Committees

Executive Committee:

Oversees all aspects of the business, including financial performance and business risks, and leads the execution of the Firm's strategic vision.



Executive Committee

Management Committee:

Assists the Executive Committee in executing on its key business initiatives.

Management Committee

Operating Committee:

Oversees and evaluates the key operational functions and associated operational risks, including business continuity management and cybersecurity.

Operating Committee

Disclosure Committee:

Assists the Board in the review of our periodic SEC filings for the purpose of assessing accuracy and completeness of the public disclosures made by our Firm.

Disclosure Committee

Select Policies, Procedures and Guidelines

Anti-Money Laundering (AML)

Moelis has a legal and ethical obligation to combat money laundering and terrorist financing. Our Firm is committed to complying with all applicable AML laws and regulations and to taking appropriate measures to prevent, detect, and report known and suspected money laundering and terrorist financing threats. The Firm has policies and procedures in place to comply with applicable AML sanctions laws and regulations.

Code of Business Conduct and Ethics

The client trust we have earned reflects the importance we place on acting ethically and with integrity. Our Code of Business Conduct and Ethics emphasizes the principles of fair dealing and addresses rules and conduct regarding anti-corruption and anti-bribery, conflicts of interest, gifts and entertainment, political contributions, anti-trust laws, and other policies. This Code provides guidance on applicable laws and regulations and a framework for responsible and ethical conduct.

Confidential Information and Securities Trading

Our Firm is committed to protecting client confidentiality and market integrity. Given the nature of our business, Moelis and our employees receive confidential information of our clients and other parties. Safeguarding our clients' information is of utmost importance to our business and our reputation. We have policies and procedures designed to prevent the disclosure and misuse of such confidential information. The Firm's information technology systems are designed to protect confidential information and limit access to employees who need to know the confidential information.

Our employees must strictly adhere to our personal trading policies, which establish processes around employee trading. The policies require prior approval and prohibit employees from trading based on knowledge of material non-public information. Employees are also required to adhere to the Firm's policy on trading Moelis securities, which establishes defined open trading windows and blackout periods.

Cybersecurity and Data Privacy

Moelis is continuously monitoring our cyber and data security policies to adapt to evolving global threats. We maintain a cybersecurity program, which includes processes for the continuous monitoring of our information systems in order to assess, identify and manage cybersecurity threats. This program is overseen by a full-time security team led by our Chief Information Security Officer ("CISO"), reporting directly to our Chief Information Officer ("CIO").

In addition, the Firm maintains a Privacy and Cookies policy, which describes the types of personal information that a relevant Moelis entity may collect about you and the steps that we take to safeguard the information to protect your privacy.

Environmental Guidelines

Moelis's Environmental Guidelines outline our approach to managing our office footprint and highlight our implementation of energy-efficient and sustainable practices.

Workplace Behavior

Moelis is committed to a standard of fair dealing, honesty, candor, and integrity. The Firm maintains a productive work environment in which all individuals are treated with respect and dignity. We foster a culture of partnership, passion, optimism, and hard work and aim to create a safe and inclusive place of work.

We share ideas and experience across our organization to achieve the best results for our clients. All Moelis employees are required to complete anti-harassment training on an annual basis. Training around workplace behavior and unconscious bias is part of our curriculum, and we have clear policies against retaliation and procedures for reporting violations.

Additional information about our corporate governance can be found in the [Investor Relations](#) section of our website.

Sustainability Accounting Standards Board (SASB) Framework

Moelis discloses material ESG data in line with the SASB framework for the Investment Banking & Brokerage industry.

Table 1. Sustainability Disclosure Topics and Accounting Metrics.

CODE	METRIC	DISCLOSURE
Employee Diversity & Inclusion		
FN-IB-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	31% of our global workforce have self-identified as female. 27% of our workforce resides outside the US where it is generally not permissible to collect workforce demographic information.
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities		
FN-IB-410a.1	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	Moelis does not classify advisory or placement fee revenues according to ESG factors.
FN-IB-410a.2	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	Moelis does not make material proprietary investments as part of our overall business activities.
FN-IB-410a.3	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	According to our Environmental Guidelines , Moelis recognizes that the climate change conversation is having an increasing impact on the way in which companies across all industries are conducting business. As part of our tailored approach to financial advisory, we work side-by-side with our clients on a variety of advisory topics, which can include identifying and providing advice regarding strategic transactions that advance our clients' environmental, social, and governance goals. Please see page 4 of this report for additional information.
Business Ethics		
FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Material legal proceedings are disclosed in our 2023 annual report on Form 10-K and our subsequent quarterly reports filed on Form 10-Q.

CODE	METRIC	DISCLOSURE
FN-IB-510a.2	Description of whistleblower policies and procedures	In line with our Code of Business Conduct and Ethics , any person can report a suspected violation of rules, regulations, the Code or any Firm policy anonymously in writing to the General Counsel. Anonymous reports may also be made through an online form or a toll-free telephone number. Reports submitted through these methods will be delivered to the General Counsel by a secure Disclosure Management System.
Professional Integrity		
FN-IB-510b.1	(1) Number and (2) percentage of licensed employees and identified decision-makers with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	In the event that any legal or regulatory matters are material, they are disclosed in our 2023 annual report on Form 10-K and our subsequent quarterly reports filed on Form 10-Q.
FN-IB-510b.2	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	In the event that any legal or regulatory matters are material, they are disclosed in our 2023 annual report on Form 10-K and our subsequent quarterly reports filed on Form 10-Q.
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	In the event that any legal or regulatory matters are material, they are disclosed in our 2023 annual report on Form 10-K and our subsequent quarterly reports filed on Form 10-Q.
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	We are committed to the highest standards of business conduct with each other and with our clients, suppliers, shareholders, and others. This conduct is outlined in our Code of Business Conduct and Ethics . All employees complete annual Business Conduct and Ethics attestations.
Systemic Risk Management		
FN-IB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	Not applicable. We do not track this metric as Moelis is not a G-SIB.
FN-IB-550a.2	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Not applicable. Moelis is not a G-SIB.

CODE	METRIC	DISCLOSURE
Employee Incentives & Risk Taking		
FN-IB-550b.1	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	Information on our compensation philosophy is found in our most recent proxy statement.
FN-IB-550b.2	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	Information on our compensation philosophy is found in our most recent proxy statement.
FN-IB-550b.3	Discussion of policies around supervision, control, and validation of traders' pricing of Level 3 assets and liabilities	Not applicable. Moelis does not engage in trading as part of its business.

Table 2. Activity Metrics

CODE	METRIC	DISCLOSURE
FN-IB-000.A	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitization transactions	We do not disclose this information according to the categories listed on the left. Revenue Reporting is disclosed in our 2023 annual report on Form 10-K and our subsequent quarterly reports filed on Form 10-Q.
FN-IB-000.B	(1) Number and (2) value of proprietary investments and loans by sector	Moelis does not make material proprietary investments as part of our overall business activities.
FN-IB-000.C	(1) Number and (2) value of market making transactions in (a) fixed income, (b) equity, (c) currency, (d) derivatives, and (e) commodity products	These activities are not currently part of our business strategy.

About this report

Unless otherwise stated, this report covers activities, data and initiatives from our fiscal year 2023, with certain additional developments in 2024.

The topics covered in this report are those that we have determined to be material to our business and stakeholders, and we have aligned our reporting with the Sustainability Accounting Standards Board (SASB) standards for the Investment Banking & Brokerage industry. We also regularly engage with our investors, employees, clients, regulators, rating agencies, and others on ESG and other related matters.

Additional information about Moelis & Company can be found in our public financial filings, including our annual report and proxy filings, as well as on the Security and Exchange Commission's website at www.sec.gov or the Investors page of our website at www.moelis.com.

We did not seek third-party assurance for this report; however, we will consider doing so for future reporting. The information and data contained in this report were vetted by internal subject matter experts.

Moelis

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