

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------|-------------------------|--|------------|
| AIR Airlines | Economic Dimension | Brand Management | 3 |
| | | Codes of Business Conduct | 7 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 5 |
| | | Efficiency | 6 |
| | | Fleet Management | 5 |
| | | Materiality | 2 |
| | | Reliability | 3 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 4 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 9 |
| | | Environmental Reporting | 7 |
| | | Operational Eco-Efficiency | 9 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 5 |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|---|--|--------------|
| ALU Aluminum | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 4 |
| | | Customer Relationship Management | 3 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 3 |
| | | Payment Transparency | 3 |
| | | Risk & Crisis Management | 3 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Biodiversity |
| | Climate Strategy | | 9 |
| | Environmental Policy & Management Systems | | 4 |
| | Environmental Reporting | | 2 |
| | Operational Eco-Efficiency | | 9 |
| | Water Related Risks | | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 3 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 9 |
| | | Social Impacts on Communities | 8 |
| | | Social Reporting | 2 |
| Stakeholder Engagement | | 4 | |
| Talent Attraction & Retention | | 3 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|---|------------|
| ARO Aerospace & Defense | Economic Dimension | Codes of Business Conduct | 7 |
| | | Compliance with Applicable Export Control Regimes | 6 |
| | | Corporate Governance | 5 |
| | | Innovation Management | 7 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 4 |
| Stakeholder Engagement | | 6 | |
| Talent Attraction & Retention | | 5 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| ATX Auto Components | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 9 |
| | | Innovation Management | 3 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 3 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 10 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 9 |
| | | Operational Eco-Efficiency | 10 |
| | | Product Stewardship | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 5 |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|---|--|------------------|
| AUT Automobiles | Economic Dimension | Brand Management | 4 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 2 |
| | | Innovation Management | 6 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 3 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Environmental Policy & Management Systems | | 3 |
| | Environmental Reporting | | 6 |
| | Low Carbon Strategy | | 6 |
| | Operational Eco-Efficiency | | 8 |
| | Product Stewardship | | 3 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 5 |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| BLD Building Products | Economic Dimension | Codes of Business Conduct | 8 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 5 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 7 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 6 |
| | | Recycling Strategy | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| Social Reporting | | 3 | |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|---|---|----------------------------------|
| BNK Banks | Economic Dimension | Anti-crime Policy & Measures | 4 |
| | | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 6 |
| | | Financial Stability and Systemic Risk | 4 |
| | | Information Security & Cybersecurity | 3 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Business Risks and Opportunities |
| | Climate Strategy | | 4 |
| | Environmental Policy & Management Systems | | 3 |
| | Environmental Reporting | | 4 |
| | Operational Eco-Efficiency | | 3 |
| | Social Dimension | Controversial Issues, Dilemmas in Lending & Financing | 4 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Financial Inclusion | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 3 |
| Social Reporting | | 4 | |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|---|---|--|------------------|
| BTC Biotechnology | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 8 |
| | | Innovation Management | 7 |
| | | Marketing Practices | 6 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 6 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Environmental Policy & Management Systems | | 2 |
| | Environmental Reporting | | 2 |
| | Operational Eco-Efficiency | | 3 |
| | Social Dimension | Addressing Cost Burden | 5 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Health Outcome Contribution | 5 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 4 |
| | | Social Reporting | 2 |
| Strategy to Improve Access to Drugs or Products | | 6 | |
| Talent Attraction & Retention | | 7 | |

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| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------|---|--|------------------|
| BVG Beverages | Economic Dimension | Brand Management | 3 |
| | | Codes of Business Conduct | 5 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 5 |
| | | Health & Nutrition | 3 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 5 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 5 |
| | | Strategy for Emerging Markets | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Environmental Policy & Management Systems | | 3 |
| | Environmental Reporting | | 3 |
| | Genetically Modified Organisms | | 3 |
| | Operational Eco-Efficiency | | 4 |
| | Packaging | | 3 |
| | Raw Material Sourcing | | 3 |
| | Water Related Risks | | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 5 |
| Occupational Health and Safety | | 3 | |
| Social Reporting | | 3 | |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|---------------|-------------------------|--|------------|
| CHM Chemicals | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 9 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 9 |
| | | Environmental Policy & Management Systems | 3 |
| | | Environmental Reporting | 2 |
| | | Genetically Modified Organisms | 2 |
| | | Operational Eco-Efficiency | 9 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 2 |
| | | Talent Attraction & Retention | 6 |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| CMT Communications Equipment | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 5 |
| | | Materiality | 2 |
| | | Privacy Protection | 4 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 4 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Hazardous Substances | 4 |
| | | Operational Eco-Efficiency | 7 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Digital Inclusion | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 4 |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|----------------------|-------------------------------|--|---|
| CNO Casinos & Gaming | Economic Dimension | Anti-crime Policy & Measures | 7 |
| | | Brand Management | 7 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 3 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Environmental Policy & Management Systems |
| | Environmental Reporting | | 6 |
| | Operational Eco-Efficiency | | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 2 |
| | | Promoting Responsible Gaming | 7 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 7 |
| | Talent Attraction & Retention | 5 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| COL Coal & Consumable Fuels | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 5 |
| | | Materiality | 2 |
| | | Payment Transparency | 5 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 2 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Biodiversity | 4 |
| | | Climate Strategy | 8 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 3 |
| | | Mineral Waste Management | 3 |
| | | Operational Eco-Efficiency | 8 |
| | | Water Related Risks | 5 |
| | Social Dimension | Asset Closure Management | 3 |
| | | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 2 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 8 |
| | | Social Impacts on Communities | 8 |
| Social Reporting | 3 | | |
| Stakeholder Engagement | 5 | | |
| Talent Attraction & Retention | 2 | | |

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| Industry | Dimension | Criterion | Weight (%) |
|----------------------------|-------------------------|--|------------|
| COM Construction Materials | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 4 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Biodiversity | 5 |
| | | Climate Strategy | 8 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 7 |
| | | Recycling Strategy | 5 |
| | Social Dimension | Water Related Risks | 4 |
| | | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 2 |
| Stakeholder Engagement | 4 | | |
| | | Talent Attraction & Retention | 5 |

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| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------|-------------------------|---|------------|
| CON Construction & Engineering | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 3 |
| | | Materiality | 3 |
| | | Non-financial Project Evaluation | 3 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 4 |
| | Environmental Dimension | Building Materials | 8 |
| | | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 7 |
| | | Resource Conservation and Resource Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 6 |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| COS Personal Products | Economic Dimension | Brand Management | 6 |
| | | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 2 |
| | | Risk & Crisis Management | 6 |
| | | Strategy for Emerging Markets | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 3 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 6 |
| | | Packaging | 2 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| Social Reporting | | 2 | |
| Talent Attraction & Retention | | 6 | |

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 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-----------------------------------|-------------------------|--|------------|
| CSV Diversified Consumer Services | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 7 |
| | | Impact Measurement & Valuation | 2 |
| | | Information Security & Cybersecurity | 2 |
| | | Materiality | 2 |
| | | Privacy Protection | 7 |
| | | Risk & Crisis Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 4 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 6 |
| | | Talent Attraction & Retention | 6 |

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| Industry | Dimension | Criterion | Weight (%) |
|----------------------------|-------------------------|--|------------|
| CTR Containers & Packaging | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 7 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 8 |
| | | Product Stewardship | 9 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 2 |
| | | Stakeholder Engagement | 7 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| DHP Household Durables | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 5 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 3 |
| | | Operational Eco-Efficiency | 7 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 2 |
| | | Social Reporting | 3 |
| Stakeholder Engagement | | 3 | |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---|---|--|------------------|
| DRG Pharmaceuticals | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Innovation Management | 7 |
| | | Marketing Practices | 6 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 7 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Environmental Policy & Management Systems | | 2 |
| | Environmental Reporting | | 2 |
| | Operational Eco-Efficiency | | 3 |
| | Social Dimension | Addressing Cost Burden | 4 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Health Outcome Contribution | 6 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 3 |
| | | Social Reporting | 2 |
| Strategy to Improve Access to Drugs or Products | | 7 | |
| Talent Attraction & Retention | 8 | | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| ELC Electric Utilities | Economic Dimension | Codes of Business Conduct | 4 |
| | | Corporate Governance | 3 |
| | | Customer Relationship Management | 4 |
| | | Information Security & Cybersecurity | 2 |
| | | Innovation Management | 2 |
| | | Market Opportunities | 8 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 2 |
| | Environmental Dimension | Biodiversity | 2 |
| | | Climate Strategy | 6 |
| | | Electricity Generation | 10 |
| | | Environmental Policy & Management Systems | 2 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 8 |
| | | Transmission & Distribution | 4 |
| | | Water Related Risks | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 4 |
| | | Occupational Health and Safety | 4 |
| | | Social Reporting | 2 |
| | | Stakeholder Engagement | 6 |
| Talent Attraction & Retention | | 6 | |

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 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---------------------------------------|-------------------------|--|------------|
| ELQ Electrical Components & Equipment | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 4 |
| | | Strategy for Emerging Markets | 4 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 4 |
| Talent Attraction & Retention | | 6 | |

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 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|---|---|----------------------------------|
| FBN Diversified Financial Services and Capital Markets | Economic Dimension | Anti-crime Policy & Measures | 4 |
| | | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 6 |
| | | Financial Stability and Systemic Risk | 4 |
| | | Information Security & Cybersecurity | 3 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Business Risks and Opportunities |
| | Climate Strategy | | 4 |
| | Environmental Policy & Management Systems | | 3 |
| | Environmental Reporting | | 4 |
| | Operational Eco-Efficiency | | 3 |
| | Social Dimension | Controversial Issues, Dilemmas in Lending & Financing | 4 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Financial Inclusion | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 3 |
| Social Reporting | | 4 | |
| Talent Attraction & Retention | | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|------------------------------|--------------------------------|--|---|
| FDR Food & Staples Retailing | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Health & Nutrition | 6 |
| | | Information Security & Cybersecurity | 2 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Environmental Policy & Management Systems |
| | Environmental Reporting | | 3 |
| | Genetically Modified Organisms | | 4 |
| | Operational Eco-Efficiency | | 6 |
| | Packaging | | 4 |
| | Raw Material Sourcing | | 6 |
| | Social Dimension | Water Related Risks | 3 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 3 |
| | Talent Attraction & Retention | 6 | |

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| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| FOA Food Products | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 2 |
| | | Health & Nutrition | 5 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 4 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 5 |
| | | Strategy for Emerging Markets | 4 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 3 |
| | | Environmental Policy & Management Systems | 3 |
| | | Environmental Reporting | 3 |
| | | Genetically Modified Organisms | 3 |
| | | Operational Eco-Efficiency | 6 |
| | | Packaging | 3 |
| | | Raw Material Sourcing | 4 |
| | | Water Related Risks | 3 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| Social Reporting | | 3 | |
| Talent Attraction & Retention | | 6 | |

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 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-----------------------------------|--|------------|
| FRP Paper & Forest Products | Economic Dimension | Codes of Business Conduct | 4 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 4 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Biodiversity | 3 |
| | | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 3 |
| | | Environmental Reporting | 2 |
| | | Genetically Modified Organisms | 3 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 6 |
| | | Sustainable Fiber and Pulp Sourcing | 4 |
| | Sustainable Management of Forests | 5 | |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 4 |
| | | Occupational Health and Safety | 6 |
| | | Social Impacts on Communities | 5 |
| | | Social Reporting | 2 |
| Stakeholder Engagement | | 5 | |
| Talent Attraction & Retention | 4 | | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| GAS Gas Utilities | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 5 |
| | | Customer Relationship Management | 4 |
| | | Information Security & Cybersecurity | 2 |
| | | Innovation Management | 2 |
| | | Market Opportunities | 6 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 4 |
| | Environmental Dimension | Biodiversity | 2 |
| | | Climate Strategy | 8 |
| | | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 8 |
| | | Transmission & Distribution | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 3 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 3 |
| Stakeholder Engagement | | 6 | |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------------|-------------------------------|---|------------|
| HEA Health Care Providers & Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 7 |
| | | Marketing Practices | 6 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 3 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 5 |
| | | Partnerships Towards Sustainable Healthcare | 6 |
| | | Service to Patients | 6 |
| Social Reporting | | 3 | |
| | Talent Attraction & Retention | 8 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|---|------------|
| HOM Homebuilding | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Impact Measurement & Valuation | 3 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 6 |
| | Environmental Dimension | Biodiversity | 3 |
| | | Building Materials | 8 |
| | | Climate Strategy | 0 |
| | | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 8 |
| | | Resource Conservation and Resource Efficiency | 8 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 7 |
| | | Social Integration & Regeneration | 2 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 3 |
| Talent Attraction & Retention | 6 | | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------|-------------------------|--|------------|
| HOU Household Products | Economic Dimension | Brand Management | 6 |
| | | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 2 |
| | | Risk & Crisis Management | 6 |
| | | Strategy for Emerging Markets | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 3 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 6 |
| | | Packaging | 2 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 2 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------------------|-------------------------|--|------------|
| ICS Commercial Services & Supplies | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 7 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 7 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 8 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 8 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 5 |
| | | Talent Attraction & Retention | 8 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------------|-------------------------|--|------------|
| IDD Industrial Conglomerates | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Strategy for Emerging Markets | 4 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 5 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| IEQ Machinery and Electrical Equipment | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Strategy for Emerging Markets | 4 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 5 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---------------|-------------------------|--|------------|
| INS Insurance | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Materiality | 3 |
| | | Principles for Sustainable Insurance | 5 |
| | | Risk & Crisis Management | 7 |
| | | Tax Strategy | 3 |
| | Environmental Dimension | Business Risks and Opportunities | 8 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 4 |
| | | Risk Detection | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Financial Inclusion | 5 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| ITC Electronic Equipment, Instruments & Components | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 8 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 4 |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---|-------------------------|--|------------|
| LEG Leisure Equipment & Products and Consumer Electronics | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 4 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 5 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 4 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 5 |
| | | Hazardous Substances | 4 |
| | | Operational Eco-Efficiency | 6 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 3 |
| Social Reporting | | 4 | |
| Stakeholder Engagement | | 3 | |
| Talent Attraction & Retention | | 5 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------------------|---|--|------------------|
| LIF Life Sciences Tools & Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 9 |
| | | Customer Relationship Management | 6 |
| | | Innovation Management | 9 |
| | | Marketing Practices | 5 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Environmental Policy & Management Systems | | 2 |
| | Environmental Reporting | | 3 |
| | Operational Eco-Efficiency | | 3 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 5 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 6 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 9 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| MNX Metals & Mining | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 5 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 2 |
| | | Payment Transparency | 5 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 2 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Biodiversity | 4 |
| | | Climate Strategy | 8 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 3 |
| | | Mineral Waste Management | 3 |
| | | Operational Eco-Efficiency | 8 |
| | | Water Related Risks | 5 |
| | Social Dimension | Asset Closure Management | 3 |
| | | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 2 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 8 |
| | | Social Impacts on Communities | 8 |
| Social Reporting | | 3 | |
| Stakeholder Engagement | | 5 | |
| Talent Attraction & Retention | | 2 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---|-------------------------|--|------------|
| MTC Health Care Equipment & Supplies | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 8 |
| | | Marketing Practices | 5 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 5 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 2 |
| | | Environmental Policy & Management Systems | 2 |
| | | Environmental Reporting | 3 |
| | Social Dimension | Operational Eco-Efficiency | 3 |
| | | Corporate Citizenship and Philanthropy | 3 |
| | | Health Outcome Contribution | 6 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 4 |
| | | Social Reporting | 3 |
| Strategy to Improve Access to Drugs or Products | 4 | | |
| Talent Attraction & Retention | 6 | | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| MUW Multi and Water Utilities | Economic Dimension | Codes of Business Conduct | 4 |
| | | Corporate Governance | 3 |
| | | Customer Relationship Management | 3 |
| | | Information Security & Cybersecurity | 2 |
| | | Innovation Management | 2 |
| | | Market Opportunities | 6 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 2 |
| | Environmental Dimension | Biodiversity | 2 |
| | | Climate Strategy | 6 |
| | | Electricity Generation | 10 |
| | | Environmental Policy & Management Systems | 2 |
| | | Environmental Reporting | 2 |
| | | Operational Eco-Efficiency | 8 |
| | | Transmission & Distribution | 4 |
| | | Water Operations | 4 |
| | | Water Related Risks | 6 |
| | Social Dimension | Access to Water | 2 |
| | | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 3 |
| | | Labor Practice Indicators and Human Rights | 3 |
| | | Occupational Health and Safety | 4 |
| Social Reporting | | 2 | |
| Stakeholder Engagement | | 6 | |
| Talent Attraction & Retention | 6 | | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------------------|-------------------------|--|------------|
| OGR Oil & Gas Refining & Marketing | Economic Dimension | Codes of Business Conduct | 8 |
| | | Corporate Governance | 8 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 9 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 3 |
| | | Operational Eco-Efficiency | 9 |
| | | Water Related Risks | 5 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 9 |
| | | Social Reporting | 3 |
| Stakeholder Engagement | | 5 | |
| Talent Attraction & Retention | | 5 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------------|-------------------------|--|------------|
| OGX Oil & Gas Upstream & Integrated | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Exploration & Production | 7 |
| | | Gas Portfolio | 7 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 2 |
| | | Payment Transparency | 2 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Biodiversity | 2 |
| | | Climate Strategy | 7 |
| | | Environmental Policy & Management Systems | 2 |
| | | Environmental Reporting | 3 |
| | | Operational Eco-Efficiency | 8 |
| | | Water Related Risks | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 4 |
| | | Occupational Health and Safety | 7 |
| | | Social Impacts on Communities | 5 |
| | | Social Reporting | 3 |
| | | Stakeholder Engagement | 3 |
| Talent Attraction & Retention | | 3 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---------------------------------|-------------------------|--|------------|
| OIE Energy Equipment & Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 4 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 4 |
| | Environmental Dimension | Environmental Policy & Management Systems | 8 |
| | | Environmental Reporting | 6 |
| | | Operational Eco-Efficiency | 8 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 6 |
| | | Talent Attraction & Retention | 7 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------------|--|------------|
| PIP Oil & Gas Storage & Transportation | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 4 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 8 |
| | | Social Impacts on Communities | 8 |
| | | Social Reporting | 4 |
| | Stakeholder Engagement | 6 | |
| | Talent Attraction & Retention | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|---------------------------|-------------------------|--|------------|
| PRO Professional Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 9 |
| | | Customer Relationship Management | 9 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Environmental Policy & Management Systems | 7 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 8 |
| | | Labor Practice Indicators and Human Rights | 8 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 5 |
| | | Talent Attraction & Retention | 9 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| PUB Media | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 2 |
| | | Information Security & Cybersecurity | 2 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 3 |
| | | Responsibility of Content | 8 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 4 |
| Talent Attraction & Retention | 7 | | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|---|------------|
| REA Real Estate | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 2 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 4 |
| | Environmental Dimension | Biodiversity | 4 |
| | | Building Materials | 6 |
| | | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 7 |
| | | Resource Conservation and Resource Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 5 |
| | | Occupational Health and Safety | 4 |
| | | Social Integration & Regeneration | 4 |
| | | Social Reporting | 5 |
| | | Stakeholder Engagement | 5 |
| Talent Attraction & Retention | | 5 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------------|-------------------------------|--|---|
| REX Restaurants & Leisure Facilities | Economic Dimension | Brand Management | 4 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 3 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Environmental Policy & Management Systems |
| | Environmental Reporting | | 5 |
| | Operational Eco-Efficiency | | 5 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Local Impact of Business Operations | 5 |
| | | Occupational Health and Safety | 5 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 6 |
| | Talent Attraction & Retention | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|----------------------------|--|---|
| RTS Retailing | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 6 |
| | | Impact Measurement & Valuation | 2 |
| | | Information Security & Cybersecurity | 2 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 2 |
| | | Risk & Crisis Management | 6 |
| | | Strategy for Emerging Markets | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Environmental Policy & Management Systems |
| | Environmental Reporting | | 4 |
| | Operational Eco-Efficiency | | 7 |
| | Packaging | | 5 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 4 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 2 |
| | | Social Reporting | 3 |
| | | Stakeholder Engagement | 5 |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| SEM Semiconductors & Semiconductor Equipment | Economic Dimension | Codes of Business Conduct | 5 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 5 |
| | | Innovation Management | 6 |
| | | Materiality | 2 |
| | | Product Quality and Recall Management | 4 |
| | | Risk & Crisis Management | 5 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 7 |
| | | Environmental Reporting | 6 |
| | | Operational Eco-Efficiency | 9 |
| | | Product Stewardship | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 4 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------|-------------------------|--|------------|
| SOF Software | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 7 |
| | | Innovation Management | 6 |
| | | IT Security & System Availability | 6 |
| | | Materiality | 2 |
| | | Privacy Protection | 5 |
| | | Risk & Crisis Management | 5 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Digital Inclusion | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 5 |
| | | Talent Attraction & Retention | 7 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|---|--|--------------|
| STL Steel | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 4 |
| | | Customer Relationship Management | 3 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 3 |
| | | Payment Transparency | 3 |
| | | Risk & Crisis Management | 3 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Biodiversity |
| | Climate Strategy | | 9 |
| | Environmental Policy & Management Systems | | 4 |
| | Environmental Reporting | | 2 |
| | Operational Eco-Efficiency | | 9 |
| | Water Related Risks | | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 2 |
| | | Human Capital Development | 3 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 9 |
| | | Social Impacts on Communities | 8 |
| | | Social Reporting | 2 |
| Stakeholder Engagement | | 4 | |
| Talent Attraction & Retention | | 3 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------------|-------------------------|--|------------|
| TCD Trading Companies & Distributors | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 7 |
| | | Materiality | 3 |
| | | Non-financial Project Evaluation | 3 |
| | | Risk & Crisis Management | 6 |
| | | Strategy for Emerging Markets | 4 |
| | | Supply Chain Management | 6 |
| | Environmental Dimension | Environmental Policy & Management Systems | 7 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 8 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 8 |
| Social Reporting | | 4 | |
| Talent Attraction & Retention | | 8 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------------|-------------------------|--|------------|
| TEX Textiles, Apparel & Luxury Goods | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 6 |
| | | Corporate Governance | 6 |
| | | Customer Relationship Management | 2 |
| | | Impact Measurement & Valuation | 2 |
| | | Innovation Management | 3 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 4 |
| | | Operational Eco-Efficiency | 7 |
| | | Product Stewardship | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 4 |
| | | Stakeholder Engagement | 6 |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| THQ Computers & Peripherals and Office Electronics | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 4 |
| | | Innovation Management | 5 |
| | | Materiality | 2 |
| | | Privacy Protection | 4 |
| | | Risk & Crisis Management | 4 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 3 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 5 |
| | | Hazardous Substances | 4 |
| | | Operational Eco-Efficiency | 7 |
| | | Product Stewardship | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Digital Inclusion | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 4 |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--------------------------------|---|--|------------------|
| TLS Telecommunication Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 6 |
| | | Innovation Management | 2 |
| | | Materiality | 2 |
| | | Privacy Protection | 6 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 4 |
| | | Tax Strategy | 2 |
| | | Environmental Dimension | Climate Strategy |
| | Electro Magnetic Fields | | 3 |
| | Environmental Policy & Management Systems | | 4 |
| | Environmental Reporting | | 4 |
| | Operational Eco-Efficiency | | 7 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Digital Inclusion | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 3 |
| | | Social Reporting | 4 |
| Stakeholder Engagement | | 3 | |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|-------------------------------|-------------------------|--|------------|
| TOB Tobacco | Economic Dimension | Brand Management | 5 |
| | | Codes of Business Conduct | 7 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 5 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 7 |
| | | Supply Chain Management | 6 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Environmental Policy & Management Systems | 6 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 8 |
| | | Raw Material Sourcing | 4 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 7 |
| | | Occupational Health and Safety | 8 |
| | | Social Reporting | 4 |
| Talent Attraction & Retention | | 6 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| TRA Transportation and Transportation Infrastructure | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 6 |
| | | Materiality | 3 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 3 |
| | Environmental Dimension | Climate Strategy | 8 |
| | | Environmental Policy & Management Systems | 4 |
| | | Environmental Reporting | 3 |
| | | Fuel Efficiency | 8 |
| | | Operational Eco-Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 5 |
| | | Human Capital Development | 5 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Occupational Health and Safety | 7 |
| Social Reporting | | 4 | |
| | | Stakeholder Engagement | 7 |
| | | Talent Attraction & Retention | 6 |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|------------------------------------|-------------------------|--|------------|
| TRT Hotels, Resorts & Cruise Lines | Economic Dimension | Codes of Business Conduct | 6 |
| | | Corporate Governance | 7 |
| | | Customer Relationship Management | 4 |
| | | Impact Measurement & Valuation | 2 |
| | | Materiality | 2 |
| | | Risk & Crisis Management | 6 |
| | | Supply Chain Management | 3 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 6 |
| | | Environmental Policy & Management Systems | 7 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 5 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 4 |
| | | Human Capital Development | 7 |
| | | Labor Practice Indicators and Human Rights | 8 |
| | | Occupational Health and Safety | 7 |
| | | Social Reporting | 5 |
| Stakeholder Engagement | | 7 | |
| Talent Attraction & Retention | | 7 | |

RobecoSAM Corporate Sustainability Assessment 2016
 Criteria Weightings per RobecoSAM Industry



| Industry | Dimension | Criterion | Weight (%) |
|--|-------------------------|--|------------|
| TSV IT services & Internet Software and Services | Economic Dimension | Codes of Business Conduct | 7 |
| | | Corporate Governance | 8 |
| | | Customer Relationship Management | 7 |
| | | Innovation Management | 6 |
| | | IT Security & System Availability | 6 |
| | | Materiality | 2 |
| | | Privacy Protection | 5 |
| | | Risk & Crisis Management | 5 |
| | | Tax Strategy | 2 |
| | Environmental Dimension | Climate Strategy | 5 |
| | | Environmental Policy & Management Systems | 5 |
| | | Environmental Reporting | 5 |
| | | Operational Eco-Efficiency | 6 |
| | Social Dimension | Corporate Citizenship and Philanthropy | 3 |
| | | Digital Inclusion | 4 |
| | | Human Capital Development | 6 |
| | | Labor Practice Indicators and Human Rights | 6 |
| | | Social Reporting | 5 |
| | | Talent Attraction & Retention | 7 |